

THE BULLETIN

NOVEMBER 9, 1992 ~ 46TH YEAR ~ NUMBER 7

BUSINESS BOARD QUESTIONS TENURE

BY KARINA DAHLIN

THE UNIVERSITY SHOULD EITHER change the meaning of tenure or only award it to a select few, says the vice-chair of the Business Board.

Thomas Simpson, an alumni-appointed member of Governing Council, says now is the time for U of T to take a close look at tenure. Over the next 10 years, 568 tenured faculty members will retire; currently 72.8 percent of the academic salary budget is paid to those with tenure or in the tenure stream.

Simpson's comments were made at the Nov. 2 board meeting as discussion began on the financial implications of the Yip report which suggests changes to the Policy & Procedures on Academic Appoint-

ments. But instead of focusing on the report, members spoke about tenure — full-time employment for professorial staff who cannot be terminated for reasons other than misconduct, incompetence or physical or mental illness that prevents them from carrying out reasonable duties.

Members worried that tenure leaves the University with little financial flexibility. Simpson's preference is that the University be able to release tenured staff for fiscal and planning reasons. But politically it is probably easier to leave the present definition of tenure as is, he said, and severely restrict the number of "life-time appointments." He suggested that the Academic Board consider both options. "As a public trustee I'm saying that when it comes

to the public's money, fiscal flexibility must be preserved."

As a student member of Council in 1979-81 Simpson questioned the fiscal wisdom of tenure and was told

that a large number of faculty members would retire in the 1990s at which time financial resources could be freed up. "In the 1980s Governing Council was discussing the same

issues of underfunding and government cutbacks as it is today," he said in an interview. "But now we've cut

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Aberman Appointed Dean of Medicine

BY DAVID TODD

ALMOST A YEAR AFTER THE dramatic events that led to the resignation of Dean John Dirks, the Faculty of Medicine has selected his successor.

Professor Arnold Aberman, chair of the Department of Medicine, will assume the position Dec. 1, 1992. The Academic Board approved his appointment at its Oct. 29 meeting.

"I'm very optimistic about the future," said Aberman, whose term runs until June 30, 1999. He was quick to applaud the work of Professor Harvey Anderson, former chair of the Department of Nutritional Sciences, who has been acting dean for the past 10 months. "He has made my task as dean much easier," Aberman said.



Arnold Aberman

President Robert Prichard said the Academic Board's endorsement was unanimous. Aberman, senior staff physician at Toronto Hospital as well as a member of Governing Council, has both a demonstrated record of success as department chair and, the president said, a clear commitment to

the University at large. "I look forward to working with him and his colleagues to bring new strength and direction to the faculty."

Last year on Nov. 13, 79 support staff in medicine were abruptly laid off, triggering nearly two weeks of turmoil within the faculty. Many in the University community were outraged that the administration had failed to abide by its own policies on dismissal due to organizational change, which call for prior consultation with the affected staff members. Eight days later the faculty reversed its decision and reinstated the employees; Dirks announced his resignation soon after — in the hope, he said, of bringing the "divisive debate" to a close. A subsequent report prepared by Prichard depicted the November crisis as the result of errors in judgement in a number of quarters and said that Dirks should not be seen as bearing the burden of blame.

Over the course of the past year the Faculty of Medicine has been going through a healing process under Anderson's leadership. Professor Tom Francis of the Department of Nutritional Sciences, one of many faculty members who spoke out loudly against the layoffs, credits Anderson with adopting an open and consultative style of administration that has greatly improved the general climate.

"He has shown compassion and leadership, and has made a genuine effort to mend morale," Francis said. "It would be a shame if anything happened to negate that."

Prichard, who added his voice to the chorus of praise for Anderson, said the faculty has made impressive strides in recent months, reflected

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Mucking About



Neither rain nor wind nor muddy fields deter these determined soccer players on the University's front campus during a playoff game Nov. 4. Men's and women's field sports wrap up mid-month and league activities switch indoors with basketball, volleyball and hockey.

STEPHEN EPSTEIN/IMS

TAs Call Strike Vote

THE UNION THAT REPRESENTS U of T teaching assistants will hold a strike vote Dec. 1 to 3.

If the vote is successful and if conciliation efforts fail, the 3,300-member Canadian Union of Educational Workers Local 2, could call a strike. Conciliator Fred Long, appointed by the provincial government a month ago, is expected to meet with representatives from the union and the administration for the first time after the two sides hold another bargaining session Nov. 12.

The main reason for the union's Nov. 4 decision to call a strike vote is the administration's refusal to withdraw its "demands for massive union concessions on hiring criteria," said

Stephanie Fysh, a member of the union's bargaining team.

Both sides want to change hiring language contained in the 1991 collective agreement which expired Aug. 31. The administration proposes that in addition to hiring criteria such as "ability, academic qualifications and suitability for the position," the clause should include "the University's need to attract excellent students to pursue graduate studies." The administration also wants the criteria to apply to a maximum of three full TA appointments, or three years, a change it believes would give it more flexibility in hiring decisions.

Fysh said these changes are unacceptable because they will result in

experienced TAs losing their jobs to incoming students. The removal of hiring criteria after three years, she added, also makes it all but impossible for the union to grieve hiring decisions.

The union's demands include dropping the words "academic qualifications and suitability for the position" and replacing them with "competence" and "previous experience." It also wants to add clauses requiring the University to hire TAs "from among candidates competent and able to perform the various duties" and give the union the right to attend hiring sessions.

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IN BRIEF



Students charged in murder attempt

A FORMER U OF T STUDENT FACING VARIOUS CHARGES IN CONNECTION with a Dec. 5, 1991, stabbing on the St. George Campus will appear in court Nov. 25 to set a trial date. Peter Mann, 24, has been charged with attempted murder, assault and uttering death threats. Metro Toronto Police reported last year that a 22-year-old female medical student had been repeatedly stabbed while she was in the Medical Sciences Building. Mann was arrested in England in March and extradited to Canada on Oct. 5. He remains in custody. Another man and a woman have also been charged in relation to the case. Amit Anand, 22, and Sapna Seth, 21, both Erindale College students, are charged with accessory-after-the-fact to attempted murder and attempt to obstruct justice. They have been released on bail and are also expected to appear in court later this month.

Scott appointed president

JACQUELYN SCOTT, DIRECTOR OF THE SCHOOL OF CONTINUING Studies, has been named president of the University College of Cape Breton (UCCB) effective Jan. 1. A native of Kansas, Scott joined U of T in January 1987. She holds a PhD in public administration from the University of Colorado and an MBA from the University of Manitoba and specializes in voluntary sector organization and policy. With 108 faculty members and 120 support staff, UCCB has 2,500 undergraduate students in its university division and 750 technology students in its community college division.

Polanyi, Banting named to hall of fame

UNIVERSITY PROFESSOR JOHN POLANYI OF THE DEPARTMENT OF Chemistry has been named one of the first 16 inductees to the Canadian Science & Engineering Hall of Fame. The researchers, inventors and innovators selected are deemed to have made exceptional contributions to society through the advancement of science and engineering in Canada. Polanyi earned the Nobel Prize for chemistry in 1986, in recognition of his work on chemical dynamics. Fellow Nobel laureate Sir Frederick Banting (1891-1941), co-discoverer of insulin, also numbered among the inductees. Banting and his colleague Charles Best conducted their ground-breaking research at U of T in 1921. The hall of fame was established by the National Research Council of Canada, in collaboration with Industry, Science & Technology Canada, the National Museum of Science & Technology and the Association of Partners in Education.

Painting remains in isolation

A PAINTING THAT WAS REMOVED FROM AN ART EXHIBIT IN HART House's Arbor Room cafeteria Oct. 15 will remain in a separate office until the show closes Nov. 21. Judi Schwartz, director and curator of the Justina Barnicke Gallery, said Hart House's art committee decided Nov. 2 that the safety of the painting, entitled *Love Your Enemy*, would be in jeopardy if the work was displayed publicly. The painting, which depicts two black men holding a gun to a third black man and the words "Back to Africa ya niggers," was vandalized by cafeteria patrons amid allegations that the work was racist. The painting is part of an 11-piece show by black artist Olabode Stephen Fakiyisi, a fourth-year art and art history student at Erindale College.

Research program renewed

THE JAMES MILTON HAM RESEARCH PROGRAM IN THE DEPARTMENT of Electrical & Computer Engineering has been renewed for another five years. The program, instituted in November 1987, is intended to enhance the University's expertise in the design of semiconductors. Funding for the program will total approximately \$2 million over the next five years, of which \$600,000 will come from Northern Telecom Canada Ltd. and Bell Northern Research (BNR). The Natural Sciences & Engineering Research Council (NSERC) and the Information Technology Research Centre are also major participants. The program supports two research chairs, the James M. Ham Industrial Research Chair in Microelectronics and the NSERC/BNR Industrial Research Chair in Optoelectronics as well as two additional faculty positions.

Board Questions Tenure

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all our equipment budgets, we've let our buildings fall apart and we've cut our administrative staff to the bone. The last item, teaching salaries, is the biggest item but you can't move those resources if everyone has lifetime employment. Let's not make the mistake of locking ourselves into the shape of the 1990s for the next 30 years."

Following the meeting Professor Adel Sedra, chair of the budget committee of the Academic Board, said that no useful purpose would be served by having his committee look at tenure because the University cannot afford to eliminate it. "We have to be competitive to attract the best people to this university. Our top departments compete with the large public universities in the US. If we changed the tenure system, nobody would look at us."

In fact large private research companies such as Bell Northern Research have a *de facto* tenure system in place, he said. "They hire researchers with PhDs and very, very few people are let go. They take the job knowing they have a career unless they do something awful."

If there is a problem with tenure it is that few universities have exercised their option to do something about incompetent staff, Sedra said.

President Robert Prichard said that elimination of tenure is not on his list of priorities but improvement of performance is. "It is important that given our commitment to tenure we equally attend to the performances of each member of the faculty who enjoys the status of tenure," he commented later. "Our focus should be on performance, not on the institution of tenure itself."

Questions about increasing the number of professors in one area and reducing in another are discussed at the budget committee, said Provost Joan Foley. "We are constantly asking whether or not to make appointments." And, she noted, the policy on academic appointments says nothing about how many people should be given tenure.

Willard L'Heureux, a government appointee, said he had "no clue if the policy helps or hurts" should the University find itself in a financial crisis. Terrence Stephen, a co-opted lay member, predicted that more cut-backs will hit in the winter of 1994 and asked how U of T would handle a financial crisis.

Prichard said it is not his administration's view that a crisis exists. "We have a solvent and excellent university which we are trying to make better. I see nothing emerging

showing a significant rethinking of our core relationship with full-time academic staff."

Rose Patten-DiGiacomo, a co-opted lay member in attendance at her first meeting, observed that University representatives and business people operate in different ways. Issues like tenure are sacred at the University but in the business world, struggling to meet the needs of the changing world, "we see nothing as sacred," she said.

Professor Bill Graham, president of the U of T Faculty Association, said that the "pot shots" members took at tenure cause him great concern. Apparently the members do not understand the rationale for tenure, he said, and they should be educated. "We expect that people who are public members of our board defend and promote the University."

He conceded that, given the spirit of the discussion, it may become more difficult to convince Governing Council to give tutors greater job security. The faculty association and Council must both approve changes to the appointments policy but the association will not accept the amendments suggested by the Yip report without securing certain improvements in the status of tutors and senior tutors.

Aberman Appointed Dean

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in the successful accreditation site visit this past May. Progress in areas such as curriculum renewal, strengthening of administrative structures and development of a long-range budget plan "has set a firm foundation on which Dr. Aberman and his colleagues can build."

Aberman, who has been teaching in the Department of Medicine since 1973, comes to the dean's office with a reputation "as a man who gets things done," according to Professor James Ingles of the Banting & Best

Department of Medical Research. Ingles said faculty members hope the new dean will respect and continue Anderson's practice of seeking views from the grassroots on major issues. "We'd not been treated to much consultation in the past and I think it's served the faculty well in many of its endeavours to have had that instituted."

A graduate of the McGill University medical school, Aberman served his internship and residency at the Royal Victoria Hospital in Montreal and the Bronx Municipal

Hospital Centre in New York. Before joining U of T he held research fellowships at the University of California Medical Centre at San Francisco and at the University of Southern California School of Medicine in Los Angeles.

Aberman served a brief term from September 1987 to August 1988 as the faculty's associate dean (fiscal affairs). In October 1989 he was appointed chair of the Department of Medicine, assuming with it the Sir John & Lady Eaton Professorship of Medicine.

TAs Call Strike Vote

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Professor Michael Finlayson, vice-president (human resources), said the union's proposals — along with its demand under job security provisions that the University implement a "hiring pool" system giving preference to experienced doctoral candidates for five years — present a big problem for the administration. It is "simply not possible" for the University to hire these TAs for five years because there is just not enough work on campus for all of them, he said. The only way the University could do so, he added, would be to give TAs fewer hours per year — 50 or 100, for example, instead of the approximately 300 hours it offers now — or to give full assistantships only to some students.

Although the hiring issue is a key point of contention between the two, they are also split over wages and the report of the Work Study Committee. On Nov. 4 the administration

offered the union increases of one percent in the first year of a contract and .25 percent in the second. The union has asked for increases of 4.5 percent and three percent respectively.

Released last month, the Work Study Committee's report says that TAs work far more hours than they

are paid for and makes 35 recommendations aimed at solving the problem. The union wants the administration to implement all the recommendations while the administration has accepted some and proposes to send others to a joint union-management committee still to be established.

UNIVERSITY OF TORONTO

THE BULLETIN

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Parking Permit Status Quo Is Maintained

BY SUZANNE SOTO

THE PROPOSED CONSTRUCTION of an underground parking garage on St. George St. has derailed a plan to institute a needs-based parking policy on the downtown campus.

At the Oct. 20 meeting of the University Affairs Board Janice Oliver, assistant vice-president (operations and services), said the University has decided to retain its current policy which allocates parking permits on a first-come first-served basis. The administration believes the proposed garage will remedy a parking space shortage on the St. George Campus.

"As the construction of a new parking garage will result in a more efficient utilization of parking spaces," Oliver states in a memorandum she presented for information, "the administration does not see the need to revise the current method of allocation of parking permits."



Janice Oliver

The underground garage will provide about 500 spaces which will help to compensate for the loss of spaces due to the anticipated construction of buildings on land such as the St. George St. lot across from Innis College.

The needs-based policy, proposed last spring by the Committee to Review Parking Requirements on the St. George Campus, suggests giving priority to those who are physically challenged, then to faculty and staff who can prove the use of their cars is essential for work and finally to faculty, staff and students who show "that their particular circumstances require intensive travel by automobile." Others are to be given the option of buying a parking spot on a daily cash basis.

Another reason the administration rejected the proposal, Oliver told board members, was that it felt there was no practical way of properly identifying "need."

In an interview U of T planning officer Elizabeth Sisam said that widespread and vehement opposition to the proposed policy played a key role in its rejection. She said a large number of people felt the policy was "a bit subjective" and difficult to implement properly.

The committee, chaired by Professor Lynd Forgyson, principal of University College, was established in 1990 to review all aspects of parking. In its final report, which contains 11 recommendations, the committee discusses the decreasing supply of parking spaces, the demand for a new parking garage to solve the shortage and the need for a new parking policy, among other items.

The report says a new policy is required not because of a parking shortage but rather because the first-come, first-served system is unfair to those who need a parking space, is inequitable in that it favours faculty and staff over students and is inconsistent with the campus master plan principle that encourages people to use alternate means of transportation.

Several members of the audience at the board meeting commended Oliver and the administration for rejecting the proposed policy. Professor Richard Soberman of the Department of Civil Engineering said the University is correct in refusing to impose "some kind of view of what's good for society" on its employees. Judith Ross of U of T Computing Services called it a "very wise decision."

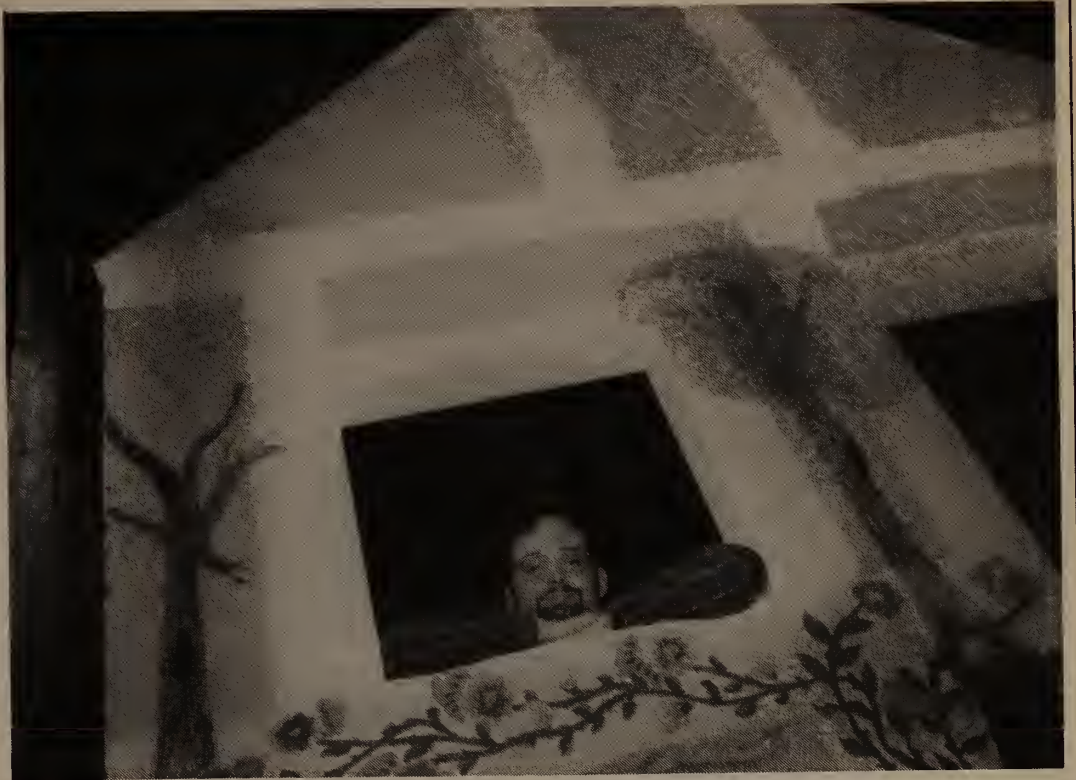
In an interview Professor Arthur Rubinoff of the Department of Political Science, one of the members of Forgyson's committee, said he is disappointed with the decision to maintain the status quo. "It's disillusioning to those of us who spent a year and a half on this," he said.

The proposal, he said, was not given a fair chance by some members of the University community who "spread alarm" about it on campus. In May, for example, someone put leaflets on windshields informing drivers they were likely to lose their permits if the new plan was adopted. This type of action, he added, was behind much of the opposition to the policy shown at a Planning & Priorities Committee meeting in June, held to discuss all the committee's proposals.

Illone Eurchuck, an administrative staff member in the Department of Political Science who was also on the Forgyson committee, said the administration's response does not address the fact that the current system is seen as unjust by some, particularly students. The number of parking permits sold to students has traditionally been small, leading to long line-ups for spaces. "I don't know if that is going to change but it doesn't sound like it from what Janice Oliver is saying."

Oliver's memorandum to the board adds that other recommendations in the report have either been endorsed by the administration or have been sent to various University committees for further study. The administration, she said, approved the proposals for a new parking garage.

Home Alone?



JEWEL RANDOLPH

Fourth-year Scarborough College student Dennis Tompkins is one of six artists who contributed to the Home exhibition at The Gallery at Scarborough. The show which runs until Nov. 20 is a collaborative effort of the Scarborough Arts Council and The Gallery and features individual and collective projects.

Street Closure Rejected

"CALMING" TRAFFIC ON St. George St. would ensure better pedestrian safety than permanently blocking vehicle access to the road between Bloor and College Sts., says a U of T committee studying the closure possibility.

The 17-member St. George St. users committee, chaired by Toronto architect and historian Bill Greer, states in a recently released report that a proposal to close the street to vehicles would make the area dangerous at night. Instead, the University should find ways to "calm" traffic and make structural changes in the area to reduce the number of cars and attract more pedestrians.

The users committee report will be presented to the Planning & Priorities Committee of the Academic Board, circulated on campus for input and go to Governing Council in the spring for approval.

Greer said the committee realized, after hearing from various individuals including U of T's personal safety awareness officer Susan Addario, that night-time security was a crucial concern. Barring all traffic would re-

sult in fewer people on St. George St. in the evening. "Cars bring people and that is an activity," he said. "We do not want to turn St. George St. into a Philosophers' Walk where there is no activity at night."

Elizabeth Sisam, a U of T planning officer and committee member, said another reason the group decided against street closure was its concerns about accessibility. Cutting vehicle access would be a great inconvenience to many individuals who live, work and study in the area.

Some of the traffic-calming and pedestrian-friendly measures U of T could examine, Greer said, include closing the street during certain times or days of the week, widening sidewalks and narrowing the road, adding bicycle lanes and racks, planting more trees, installing additional lights and relocating the current vending trucks to another site and replacing them with safer vendor operations.

The idea of closing St. George St. has been proposed several times over the past 25 years by various groups including the University in its 1975 campus master plan. The matter was

raised again a year ago during discussions concerning a new master plan. A joint University-neighbourhood group, formed following these talks, initially supported the closure for a number of reasons: it would unite the east and west sides of campus, eliminate pedestrian hazards created by heavy traffic volume and allow the University to create additional green space in accordance with its master plan.

The joint group, chaired by Gordon Cressy, vice-president (development and university relations), has accepted the committee's report. The alternative suggestions "are worthwhile improvements that will make St. George St. a much quieter street, more oriented to students and pedestrians and safer in the long haul," he said.

Members of the University's Ontario Public Interest Research Group, who also supported street closure, said they are extremely disappointed. Kevin Smith and Tomislav Svoboda accused the users committee of being "biased" and not giving the closure idea a chance.

Maclean's Ranks U of T Second

MACLEAN'S NEWSMAGAZINE has ranked U of T number two in the category of medical and doctoral universities in its second annual survey of universities.

The rankings, published in the Nov. 9 issue of the magazine, are based on information from 45 universities about their student body, classes, faculty, finances, libraries and alumni support. The survey divides them into three categories — schools with a major commitment to PhD programs and research; "comprehensive universities" with research and a wide range of graduate and undergraduate programs; and "primarily undergraduate" schools.

In the first category with 15 institutions, McGill placed first, followed by U of T, Queen's, UBC and McMaster. Waterloo is tops in the second category of 12 schools, followed by Simon Fraser and Guelph. In the final group of 18, Mount Allison leads the pack with Trent in second and Acadia in third.

This year's survey is a substantial improvement on last year's, said President Robert Prichard. "It recognizes the diversity of Canadian universities and provides much more useful comparisons." Although pleased with U of T's ranking, Prichard said the survey shows the University could do better. "We must constantly con-

centrate our energies on the distinctive mission and role of the University."

The survey also ranked universities based on their reputations. Two thousand senior university officials, fellows of the Royal Society of Canada, heads of corporations and senior public officials across the country were asked to rate the institutions according to quality, innovation and ability to foster future leaders. U of T was ranked as the highest quality school while Waterloo was rated as the best place for innovation and for providing future leaders. Using these indicators Waterloo was best overall, followed by Queen's and U of T.

Awards of Excellence

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The \$1,000 prize goes to an administrative staff member for his/her outstanding contribution to the University.



1992 Awards of Excellence recipients, left to right: Dr. Murray Urowitz (Faculty Award), Ravi Vakil (Moss Scholar) and John Leslie Ball (Chancellor's Award)

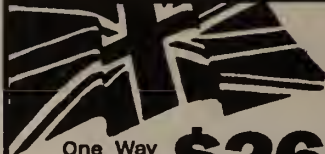
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Awards will be presented at the Awards of Excellence Dinner
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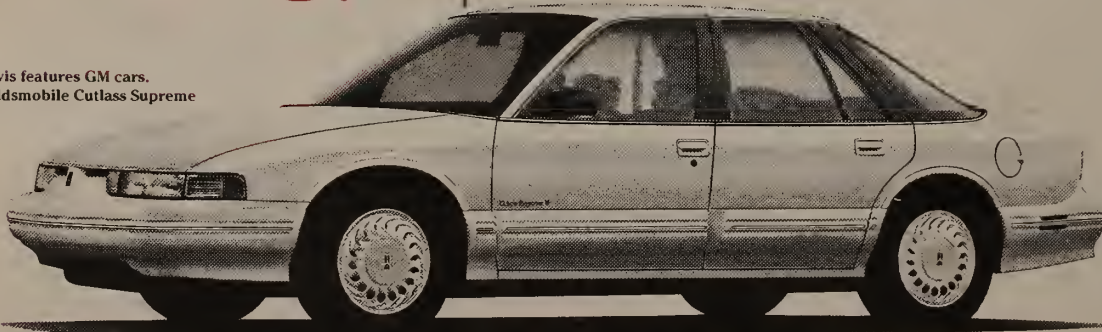
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U of T's Business Ethos Simplified, Streamlined

BY KARINA DAHLIN

PREPARE TO DECENTRALIZE, administrators at U of T are being told. Dust off old procedures, "throw them out if necessary and get ready for the age of accountability."

Bryan Davies, chief administrative officer and vice-president (business affairs), introduced a far-reaching plan entitled Rethinking Administration at the first meeting of the senior management forum Oct. 27 at the Hart House Theatre. It is designed to "simplify, streamline and increase the effectiveness of decision making," he said. The initiative will encourage staff to question outdated operations and reduce the number of procedures. The key is to find solutions, not merely look for problems, Davies told the gathering. "I am firmly convinced that we should be distributing out to divisions as much activity as is feasible but that we should not merely distribute what we do now without critically examining those activities to see if they can be made more effective."

Few people so far have felt the effect of the exercise but the first results should be seen within weeks, Davies said in an interview. The review sets no target for job or budget cuts but will probably result in staff reductions, he said. Where jobs are eliminated, he hopes employees will find alternative employment at U of T. After investing time and training in current staff, reassignment is simply in the University's "enlightened self-interest."



Mary-Ellen Yeomans

Davies joined U of T last February and was asked by President Robert Prichard to find ways to make the administration more responsive to the University's academic mission. The rethinking project was one of seven principal areas of focus announced by Prichard in his 1992-93 budget report. Bureaucratic controls and regulations should be substituted with methods of accountability that are more consistent with the nature of the University, the report said.

Davies assembled a team to devise a plan. Mary-Ellen Yeomans, assistant dean of the Faculty of Law, was seconded as project manager for one year and the management consulting firm McKinsey & Co. which had selected U of T as its not-for-profit beneficiary in 1992 offered its assistance free of charge.

Over the summer the team interviewed a "vertical slice" of 100

administrative staff. The object was to discover if they understood how their work affected the overall mission of the University — many did not — and if procedures could be improved — many said they could.

The interviews also showed that there is a desire for change but that people have little confidence in the University's ability to do so. Team members discovered, for example, that some administrators spend their creative energies by circumventing difficult procedures rather than eliminating them and designing something workable instead.

While rethinking will be an ongoing exercise, six processes will be the centre of attention for the first year: financial management, materials procurement, use of space, administration of research funds, operations and maintenance and administrative staff development. Administrators will be asked to join teams that analyze these processes but the decision to implement change ultimately rests with Davies (and in some cases Governing Council). In the spirit of decentralization, however, Davies will allow the teams to make the changes they see fit — unless he has reason to overrule them.

Work has already begun; the human resources department has a plan to decentralize and in the financial management area, ongoing plans to install a University-wide information system with accounting packages and other features will now be accompanied by a review of how the University carries out its financial business. That review will address which procedures should involve central administration and which could be done by individual divisions. It is, said Davies, "a fundamental building block to establishing the culture and direction of the administration of this University over the next decade."

The only concrete action announced by Davies so far is his plan to raise purchase order thresholds from \$200 to \$1,000, effective March 1, 1993. This means that purchases worth \$1,000 or less can be made as easily as purchases made now of \$200 or less, reducing the amount of paperwork and time involved in obtaining permissions.

Davies has also set his sights on the administration of budgets. Currently staff must submit forms that need the signatures of several officials before funds can be moved from one account to another. Based on the number of forms that have reached his office, Davies estimates he could be kept busy signing 500 a year.

Davies and Yeomans are visiting as many faculties, divisions and departments as they can to explain the new age of administration. The basic rules of operating will not change, Davies said. It's still "honesty, efficiency and effectiveness." However, the plethora of procedures will be reduced and eventually the rethinking exercise will no longer have to be coordinated from Simcoe Hall. At that stage, Davies hopes, the old autocracy will be replaced by a new culture that allows administrators and academics to work with, not against, each other.

Visions of Vinyl



Record browsers peruse the selection of LPs available at the Faculty of Music Library sale in the Edward Johnson Building Oct. 28. About 5,000 recordings as well as books were on the block. The biannual event raised more than \$5,000.

DAVID WOHLFAHRT

Restructuring of Universities Could Provoke Controversy

BY DAVID TODD

IT'S NOT YET CLEAR WHETHER the provincial committee on reshaping the university sector will produce change for the better, President Robert Prichard says, but U of T should nevertheless be trying to help rather than hinder the exercise.

"We do need change in public policy towards universities," Prichard told the Academic Board on Oct. 29, "and this is the minister's vehicle for achieving that. It is, in some sense, the centre ring and we should be there giving the process the benefit of the doubt."

Richard Allen, minister of colleges and universities, established the 19-member University Restructuring Steering Committee in June as a forum on the future of the sector. Prichard, who sits on the committee as one of four Council of Ontario Universities (COU) representatives, said an interim report outlining the major issues on the agenda should be completed by the end of November while the final report is due in December 1993.

Committee members have circulated widely a draft of their interim report to solicit advice and comments. The document lists some 22 possible questions that the committee may pursue, under six broad

headings: quality of university education; autonomy, diversity and accountability; cooperation; equity of access and retention; innovation and responsiveness; and funding and cost-effectiveness. The next task will be to choose from that list a handful of key topics on which members can focus their attention.

A number of discussion points on the list could provoke controversy among the participants, said COU president Peter George, who also sits on the committee. For instance, one of the questions in the draft report concerns finding ways to encourage "curriculum change and modes of teaching that promote equity of access, social justice and the development of effective citizens and leaders for a democratic society." The item reflects the current provincial government's broad social agenda and some committee members consider it an intrusion into internal decision-making by universities.

Participants, George said, have pushed hard to ensure that financial issues receive a proper airing. The government would prefer that the forum focus on what can be accomplished within current financial constraints while committee members believe that the question of increasing resources for universities belongs front and centre. "We don't want to

be just constraints-driven," George explained. "We have to have a vision of what the university system should look like and it's possible that this vision may mean a requirement for additional funds."

The University will need to make submissions to the committee at some point, Prichard told board members, and must work out "an appropriate posture" towards the whole process. Some members of the community, he noted, are unhappy with the structure of the committee and thus would prefer simply to stand in the way of its efforts. U of T's recommendation to the province had been for a committee consisting of knowledgeable but disinterested citizens, rather than representatives of various constituencies within the university sector. Allen, however, opted for the "stakeholder" model with many divergent interests represented at the table — an arrangement that could make reaching consensus a challenge.

"It's not my preferred way of making public policy," Prichard conceded, "but it's not for us to decide. It's for us to be effective in whatever the processes are. It's conceivable that this could go off the rails but based on the first couple of months, there's reason to believe it can be constructive and positive."

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Members of the Society for Creative Anachronism display the cut-and-thrust of medieval knights on front campus during U of T Day Oct. 17. About 8,000 visitors strolled across the grounds and through the buildings on the St. George and Scarborough campuses. Highlights included panning for gold at the Earth Sciences Centre, a children's petting zoo and the Homecoming parade.

Sexual Harassment Complaints More Than Double in Year

BY SUZANNE SOTO

U OF T IS EXPERIENCING A disturbing rise in anonymous sexual harassment directed at female faculty and prominent female students, says the annual report of the Sexual Harassment Education, Counselling & Complaint Office.

The report, written by sexual harassment officer Paddy Stamp and presented to the University Affairs Board Oct. 20, notes there was an increase from one recorded case of anonymous sexual harassment in 1990-91 to about a dozen in 1991-92. The incidents consisted of threatening letters, disparaging graffiti and offensive telephone calls. Their intention in most cases, says the report, was to silence political views the harassers found unpalatable.

"There seems to be a growing atmosphere of hostility to women and specifically to feminism on this campus" including a backlash against initiatives such as employment equity. But without knowing the identities of the perpetrators, Stamp told board members, there is not much her office can do for the complainants. "I refer them to the police but the increasing incidence does give us cause for concern."

The report also states that the total number of sexual harassment complaints registered more than doubled in 1991-92. Between Sept. 1 and Aug. 31 the office received 174 complaints — 157 were listed as informal

because complainants chose not to proceed under the sexual harassment policy's formal complaints procedure but 17 led to formal charges. In 1990-91 there were 70 complaints, four of which led to charges.

Stamp said it would be wrong to conclude there is more sexual harassment on campus. The rise in complaints could be attributed to a number of factors including the heightened visibility of her office and



Paddy Stamp

sexual harassment issues. "I do not see the increased volume as a bad thing," she says in her report. "I think it reflects a growing sense of entitlement on the part of people who have hitherto been silent."

Stamp says she is troubled that the majority of those who contact her office are extremely reluctant to

file formal complaints. "Complainants all too often express a fear that if their name, and the fact of their complaint, is revealed to the respondent, they will have to face repercussions worse than the harassment itself."

The University's sexual harassment policy makes it clear that it is an offence to penalize anyone for making a complaint. But Stamp says the policy should also state that it is prohibited to threaten or intimidate anyone contemplating filing a complaint.

Of the 16 females and one male who filed formal charges, there were eight undergraduates, seven graduate students, one faculty and one staff member. The respondents were five faculty, five undergraduates, four staff members and three graduate students — 15 were men. The charges ranged from offensive verbal conduct to a case of sexual assault. Thirteen of the complaints were settled through informal resolution, two ended in mediation, one is in progress and one was withdrawn.

Faculty misconduct including inappropriate comments based on appearance, overt and covert sexual advances and behaviour that indicates sexual contempt was most often cited in informal complaints. "This is largely because students feel quite powerless to deal with unwelcome attentions from their professors and are thus more likely to ask for assistance." There was also an increase in complaints against teaching assistants.



In Defence of Forestry

REALITY IS SUSTAINABLE DEVELOPMENT

The views of Professor Ann Zimmerman on the incompatibility of forestry and the mandate of the Division of the Environment are a sad comment on U of T's approach to one of the most difficult challenges facing the human race — that of learning how to provide economic and social security for human populations while protecting the ecological integrity of the planet (Future of Forestry Scrutinized, Oct. 5).

This challenge, presented to the world by the Brundtland commission five years ago, is one that Canada and many other nations are actively pursuing. The central theme is that we must learn how to integrate environmental protection with economic development through investment, research, policy, legislation and education — in other words, how to make sustainable development a reality. Unfortunately, Professor Zimmerman's comments suggest that the Division of the Environment does not support the concept of sustainable development.

The suggestion that forestry is incompatible with protection of the global ecosystem is outdated. We must abandon the view that economic development can occur only at the expense of the environment or, conversely, that environmental protection can be achieved only at the expense of jobs and income. This view is adversarial and counter-productive. As a sector, forestry has moved beyond this approach. Perhaps the best evidence is the report of the 1992 National Forest Congress which states: "Our goal is to maintain and enhance the long-term health of our forest ecosystems, for the benefit of all living things both nationally and globally, while providing environmental, economic, social and cultural opportunities for the benefit of present and future generations."

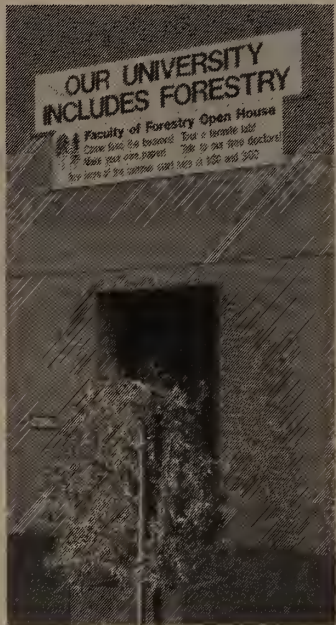
Furthermore, the National Round Table on Sustainable Forestry recently articulated its vision for Canadian forests as: "... healthy forest ecosystems that meet present and future human needs while sustaining other life forms and ecological processes."

Canadians' views of the forest environment in 1992 are reflected in these statements. It's difficult to understand how they could be "incompatible with protection of global ecosystems" or ignore our "responsibility for the forests' well-being."

There are many exciting opportunities for environmental education at U of T — opportunities

that can be realized through active and positive collaboration between the Division of the Environment and other divisions such as forestry and engineering. It's time to get on with the job.

ROD CARROW
DEAN
FACULTY OF FORESTRY



U of T Day at Forestry

HELPING SOCIETY MEET RESPONSIBILITIES

Professor Ann Zimmerman's impression of forestry's philosophy is misinformed and disappointing (Future of Forestry Scrutinized, Oct. 5). I did not expect the director of the Division of the Environment to hold such a crude view of forest science.

Referring to the Till working group report, Professor Zimmerman said its definition of "forestry" did not address "society's responsibility for the forests." In fact the report defines forestry as consisting of "... the principles and practices utilized in the management, use, and enjoyment of forests." Management is generally defined as a "skilful use of means" and, in the case of forestry, certainly includes ensuring the well-being of forests. Society has a responsibility to maintain the health of the forest and the means to do so are taught at the Faculty of Forestry.

Every student in forestry recognizes the challenges of responsible forest management and protection of forested ecosystems. Applied biological science and responsible management will help us meet these challenges. Professor Zimmerman can find students gaining this knowledge in the undergraduate program of the Faculty of Forestry.

ARMAN MIRZA
PRESIDENT
FORESTERS' CLUB

FORESTRY NEEDS ZIMMERMAN'S SUPPORT

It seems to me that when a member of one profession chooses to muse publicly about the integrity of another, great pain should be taken by that person to be well informed. In the case of Professor Zimmerman's comments on the forestry profession such preparation is lamentably absent (Future of Forestry Scrutinized, Oct. 5).

She speaks of the need for respect for the forest and protection for forest ecosystems and asserts that an incompatibility exists between her division's mandate and the philosophy of forestry, as she understands it. As a consequence one suspects that forestry harvesting must appal her and that the existence on campus of a faculty offering training in forest management, which includes harvesting, must seem almost an affront.

But it must be asserted that, as well as requiring our respect and protection, forests must serve to meet human need. It is this that has driven forest exploitation — not perversity nor callous indifference to Professor Zimmerman's environmental values.

Before the advent of professional forestry this exploitation was often unwise and frequently destructive of forest ecosystems. Every developed country bears the scars of unbridled exploitation of forests. However, the practice of forestry, from the earliest efforts in Europe down to the present, has sought to meet society's needs for wood in perpetuity without destroying other forest values and uses.

We must, however, confront the reality that perfection has not been achieved. Thus the challenge of meeting humankind's needs from the forest in a sustainable, non-destructive way is still there. To meet it, forestry needs the knowledge and support of other concerned professionals such as Professor Zimmerman. It will not be met by ill-informed, intramural sniping at colleagues.

LYNNE ECKEL
PRESIDENT
FORESTRY ALUMNI ASSOCIATION

ZIMMERMAN RESPONDS PAGE 16

REPORT WELL FOUNDED, RESEARCHER UNBIASED

In an article in *The Bulletin* Oct. 19 about the report on teaching assistants' workloads, Vice-Provost David Cook complains of the "subjective" nature of the study (Overwork Encouraged, Report

Says). In another article in the same issue, Vice-President Michael Finlayson remarks that the initiatives to include the study's recommendations in a collective agreement are based on "questionable assumptions" (TAs Request Conciliation).

As the provost's appointees to the Work Study Committee we wish to assure readers of *The Bulletin* that the findings in our report are well founded. Our "assumptions" are described and defended in the report and our recommendations explained and justified. They were generated during 18 months of intensive meetings and supported by the skilled and, we can attest, entirely unbiased work of our researcher, Mr. Martin Luymes. In fact the measures that Vice-Provost Cook says in *The Bulletin* we ought to have taken were taken, as is evident in the report.

The Work Study Committee's recommendations go beyond matters of formal union-management relations; they are sensitive to differences among and within disciplines and implementation of them would be no more costly than adherence to present regulations. Indeed, they could save money.

Moreover, almost all the recommendations can be unilaterally implemented by departments to the benefit of relations with their graduate students and in ways that will improve service to undergraduate students. So that department officials can decide for themselves whether our recommendations would be useful and so that they need not rely on statements of combatting parties, we urge that the report in full be reproduced in *The Bulletin* as is the common practice in respect to such undertakings.

FRANK CUNNINGHAM
DEPARTMENT OF PHILOSOPHY

STUART WHITTINGTON
DEPARTMENT OF CHEMISTRY

REPORT PLACES PROBLEM IN CONTEXT

In the article on the report of the Work Study Committee Professor David Cook, vice-provost (staff functions), reports being "disappointed by the 'subjective' nature of the study" and suggests that "the method used to collect the data resulted in a 'slight bias towards finding overwork' in the system" (Overwork Encouraged, Report Says, Oct. 19). Professor Cook suggests that the committee should have examined "working hours, job descriptions and course outlines from both TA and administrative

perspectives."

As the researcher for the committee, I feel compelled to respond to these allegations. The committee did examine job descriptions for all TAs employed in the 26 departments and faculties reviewed. We believed, mistakenly as it turned out, that these job descriptions would provide a measure of, or at least some insight into, the problem of overwork. Instead they revealed to us a lack of monitoring, review and follow-up — without those steps even the most carefully prepared job descriptions are rendered ineffective.

Second, the committee attempted, as much as possible, to place reported TA overwork into its appropriate departmental context. TA administrators were interviewed and departmental (and faculty) policies were carefully reviewed before interviewing TAs. The "administrative perspective" was not ignored by the committee.

Third, it is not apparent that there exists a "better" way to measure overwork. TAs do not "punch the clock" and only the most scrupulous of TAs fill in work sheets (and then only for their own information). The committee had to rely on self-reporting and it chose to gather this information through in-depth interviews. Only in this way were we able to get any sense of the subtle spectrum of possibilities that exists between "compulsory" overwork and "discretionary" overwork. Aware of the potential bias inherent in self-reporting, the committee also took a fittingly cautious approach to interpreting and reporting the interview data.

Information from chairs and deans, data on course enrolment and TA expenditures were also incorporated into the study. And all the appropriate steps were taken to ensure that the sample of departments reviewed was representative of the University as a whole and that the sample of TAs in each unit was representative of the unit.

Of course, having read the report, the vice-provost knows all of this. This letter simply urges others not to dismiss the report's recommendations on the basis of a mistaken impression that the report is "biased" or methodologically unsound.

MARTIN LUYMES
DEPARTMENT OF GEOGRAPHY

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November 13 for November 23
December 4 for December 14

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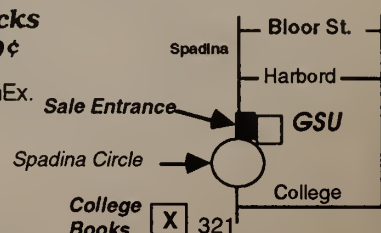
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THE PRESIDENTS' COMMITTEE:

Fifteen years ago 200 of the University's supporters joined together to form the Presidents' Committee. These individuals saw the need for donors to take a leadership role in promoting private giving to the University and its constituencies. The Committee has grown and so has its effectiveness; in 1992, it had almost 1,700 members who gave more than \$7.2 million. Chairman Bill Farlinger and his executive continue to steer the Committee to new heights.

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Private support for the University took a significant step forward in 1992 with the introduction of Heritage Donors, a society that recognizes donors of bequests, gifts of insurance and other deferred gifts. Like the 200 individuals who brought the Presidents' Committee into existence, the charter members of this group are making a contribution to the University that will be felt for years to come. To assist

potential Heritage Donors, a volunteer advisory board made up of financial and legal professionals has been formed to offer estate and tax planning advice. Richard Gourlay, a managing partner at Royal Trust, chairs this group.



Louis Melzack (centre) and his wife Rose have given \$1 million in books to the Thomas Fisher Rare Book Library since 1983.

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The major campaign of 1991-92 was for a Chair in Neurosurgery, a joint project of the Faculty of Medicine and The Toronto Hospital. Toronto is one of the world's foremost neurosurgical centres, and the chair will help focus research and teaching activities in the University's affiliated hospitals. The Campaign, directed by volunteers Susan Cohon and Fraser Fell, raised just more than \$2 million. Leslie Dan, president of the pharmaceutical firm Novopharm Ltd., and his wife Judy were the principal benefactors. The Chair will be known as the Dan Family Chair in Neurosurgery.

CAMPAIGN FOR THE LIBRARY:

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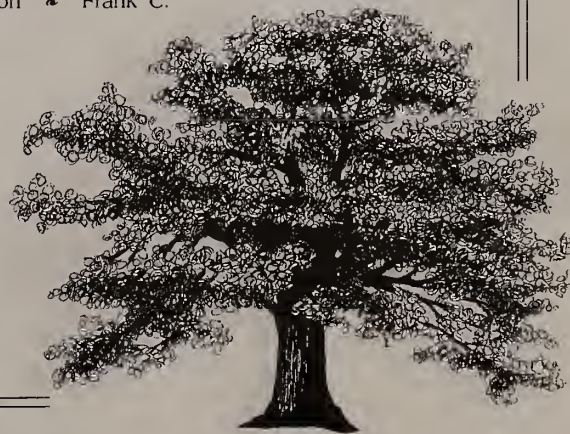
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GRADitude

GRADUATING CLASS GIFT CAMPAIGN

The GRADitude Campaign is the student-run graduating class gift program. Students in their final year make three-year pledges to support projects chosen by their graduating class. The 1992 Campaign was chaired by Krista Slade.



Heritage Donors are individuals or couples who have made a deferred gift or bequest to the University of Toronto and its constituent parts. Charter membership in this newly formed group is open until December 1993. The following list includes all donors of deferred gifts confirmed as of November 1, 1992. If you are interested in making a bequest or a gift of insurance, please contact your college and faculty alumni office, or John Hochstadt, the Director of Planned Gifts and Bequests, (416) 978-3846.

The University has an advisory committee of financial and legal professionals to advise alumni and friends about estate and tax planning matters free of charge. The advisory committee also helps prepare a personal financial planning newsletter called Dividends that is published three times a year. If you would like a complementary subscription please call Bea Macutay at (416) 978-5578.

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The Annual Fund is the primary way for alumni and friends to give each year to the University of Toronto and its constituent parts. Under the umbrella of the Annual Fund each college, faculty or division solicits its own graduates and friends. The combined results from all constituencies make up the Annual Fund total. The following results are from the Annual Fund year that ran from May 1, 1991 — April 30, 1992.

Constituency	# alumni gifts	\$ raised	GRADitude** \$
Applied Science & Engineering	5,005	556,148	114,323
Architecture & Landscape Architecture	300	20,860	760
Athletics & T-Holders	1,174	169,537	970
Biomedical Communication	58	8,614	—
Child Studies	180	7,083	6,340
Community Health	164	8,209	—
Dentistry	693	81,767	6,200
Education	831	32,746	8,869
Emmanuel College	101	8,547	2,950
Erindale College	876	44,175	10,814
Forestry	374	32,124	2,300
Graduate Studies	1,094	102,702	1,785
Household & Nutritional Science	345	24,417	...
Innis College	176	9,735	2,488
Law	154	21,181	55,455
Library & Information Science	628	60,886	2,550
Management	687	85,706	20,435
Medical Alumni Association *	2,243 *	230,111 *	8,250
Music	290	21,658	550
New College	741	39,530	27,341
Nursing	814	51,038	765
OISE	630	28,755	—
Pharmacy	1,114	84,179	27,764
Physical & Health Education	339	19,670	4,455
Physical & Occupational Therapy	816	38,523	16,975
President's Fund	2,124	230,156	—
Scarborough College	838	40,452	18,160
Social Work	594	43,203	9,730
Speech Pathology	131	6,071	1,620
St. Michael's College	3,423	592,127	38,390
Surgery	103	32,570	—
Trinity College ***	—	—	18,055
University College	2,910	306,745	17,743
Victoria College	3,975	455,844	26,384
Woodsworth College	1,142	52,228	16,240
Other	83	20,748	—
Total	35,150	\$ 3,568,045	\$ 468,661

Please Note:

- * Medical Alumni Association contributions are for the period September 1, 1991 — August 30, 1992
- ** GRADitude pledges are not counted in the Annual Fund total
- *** Trinity College is not part of the Annual Fund

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A NEW DYNAMIC

Bill Graham channels his energy into high-powered advocacy for U of T's faculty association

BY DAVID TODD

MICHAEL MARRUS SURVEYS THE crowded council chamber, smiling broadly. Another year of Academic Board meetings begins on this late September afternoon and Marrus, who has chaired the board since 1990, is enjoying the role of genial host, making introductions for the benefit of new members. There, near the head of the table, are the chancellor, president and provost. There are the diligent secretarial staffers. And there, in the rows of seats close to the door, are some noteworthy visitors.

Marrus gestures toward a broad-shouldered, bearded figure with an aureole of grey curls. Professor Bill Graham of philosophy at Scarborough, the president of the U of T Faculty Association (UTFA), has decided to take in this first 1992-93 board meeting. "Bill is a new boy," Marrus tells members jovially. "So please take it easy on UTFA while he's learning on the job."

That earns a round of knowing laughter. Graham may be a relative newcomer to the office of UTFA president, having succeeded librarian Bonnie Horne this past July, but as for needing time to "learn on the job" — well, if two years as UTFA's vice-president and chief negotiator of salaries, benefits and pensions, plus another three as president of the Ontario Confederation of University Faculty Associations (OCUFA), representing 12,000 teachers, researchers and librarians, doesn't provide a bit of a head start, nothing will. This "new boy" — a transplanted Californian who joined the U of T teaching staff in 1966 — has lately had one of the highest profiles not just on campus but in the entire provincial university sector.

Graham's 1989-1992 stint with OCUFA turned out to be a period of furious activity as the provincial association laboured to raise its profile with university faculty members and the government while at the same time attempting to build coalitions with other education groups such as the Council of Ontario Universities and the Ontario Federation of Students. It was a seven-day-a-week job, and Graham has had little chance for a breather since bidding it farewell: he stepped down as OCUFA president on June 30 and took the reins officially at UTFA the following day. "You just have to realize that these jobs are not normal jobs and that you're not going to have a normal life," he says philosophically.

Marion Perrin, executive director of OCUFA, credits Graham with possessing the drive and intelligence essential in leadership roles. "I was excited to work with someone so passionate about education," she says admiringly. "He has a tremendous amount of energy and gave a new spark, a new life to this organization."

Graham will almost certainly have to draw on that store of energy as he tries to skipper the faculty association through some choppy waters in the months ahead. Job one, at the moment, is to reach an agreement with the administration on salaries, benefits and pensions for 1993-94. The two sides entered negotiations with rather different views of what might represent a reasonable accommodation — the administration's proposal that faculty forgo an across-the-board salary increase next year received a chilly reception — and they have so far made only modest headway in talks. On Friday, as *The Bulletin* went to press, UTFA and the administration were embarking on three days of mediation in the hope of finding some common ground.

Professor Michael Finlayson, vice-president (human resources), has pleaded that the cupboard is bare, noting that the

province has limited universities to operating grant increases of just one percent in 1992-93 and two percent in each of the next two years. But that argument doesn't cut much ice with UTFA negotiators whose initial proposal called for salary increases to match the inflation rate in Toronto, plus an additional hike to cover some of the "catch-up" award recommended by arbitrator Kevin Burkett 10 years ago. As Graham likes to point out, UTFA's current position is pretty much the same as the one Finlayson himself adopted in 1985, when he headed the association: "Ability to pay is a management problem. Ability to live is our concern."

The lack of progress so far is hardly surprising, Graham said. "The administration, to borrow a phrase from the last chief negotiator, Alec Pathy, never opens its kimono until mediation. Their general practice is not to resolve any items until a third party is there. As far as we're concerned that's simply contempt for bilateral negotiations."

The faculty association's preoccupation with salaries and benefits is, Graham insists, more than a matter of self-interest: rather, it's part and parcel of UTFA's concern for the general welfare of the University. "You have to put people first," he says. "If we want to have the best researchers and teachers available,

is seen to be a problem is the budgeting process. The association has, in fact, recently filed a grievance claiming that the budget committee, in its last round of discussions, withheld material related to divisional budget estimates and plans that UTFA was entitled to see.

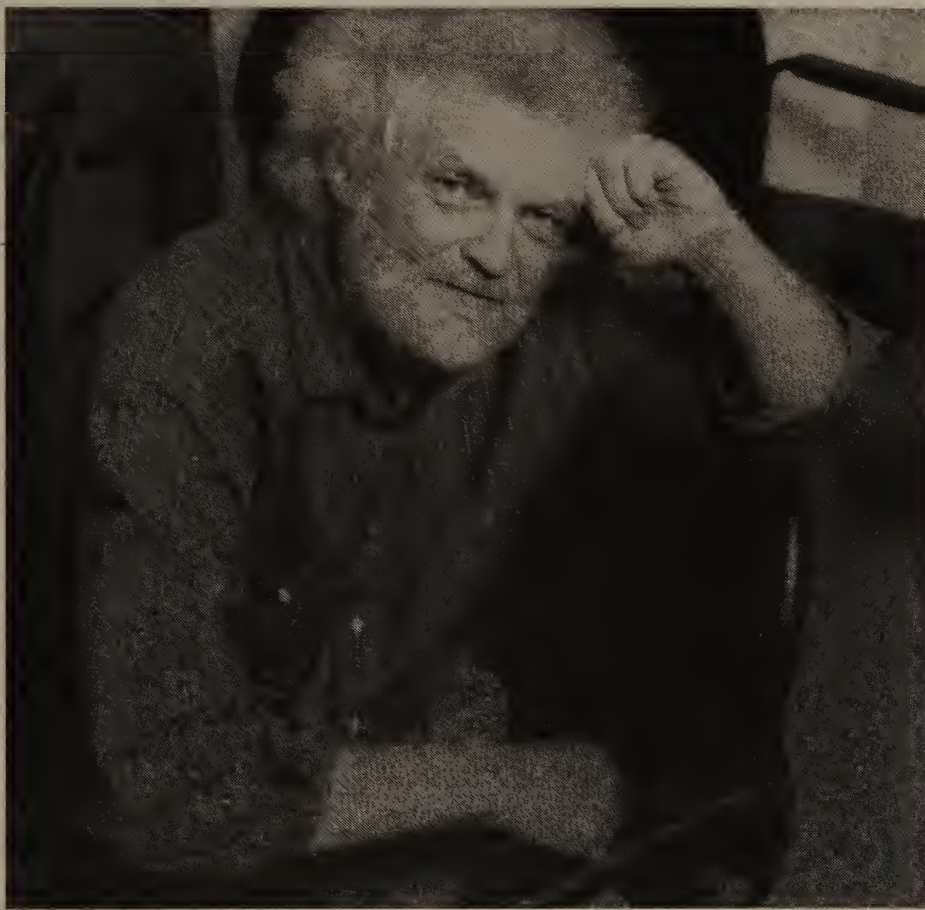
Repeatedly during the early months of this year, groups on campus urged the administration to put some of the money in its endowed adjustment fund towards relieving the financial pressure on the institution. President Robert Prichard, however, declared the \$122 million in this pot — the savings from the University's pension fund contribution holiday — to be sacrosanct and Governing Council, in approving this year's budget, accepted his position. The outcome, Graham suggests, might have been different were the administration obliged to pay more attention to the views of UTFA and the other employee organizations.

Finlayson tends to disagree with Graham's opinion on decision making. "This university is highly consultative," he says. "The faculty association sometimes exaggerates the extent to which the central administration controls the University and underestimates the role of elected faculty members on Governing Council and in particular at the Academic Board. We have elected faculty members with enormous amounts of power in the University and fundamentally the central administration exists to serve them."

Graham in fact evinces genuine respect for the Academic Board. For that reason, he says, it was all the more disappointing that UTFA's campaign on another issue, that of job security for tutors and senior tutors, didn't earn more support from the board. In June members approved a new appointments policy that would do away with the current system of hiring these teaching staff on a contract basis. However, the proposed alternative — a category of lecturers and senior lecturers with "permanent" status who could nonetheless be fired because of program changes or for fiscal reasons — has few fans at UTFA. The result has been a frustrating deadlock: under the terms of the Memorandum of Agreement with Governing Council, the association must agree to any changes in the appointments policy and UTFA has no intention of giving its stamp of approval.

It is to Graham's credit that he can take a tough stand on issues like this and still manage to remain one of the most highly regarded people on campus. Professor Arthur Rubinoff of the Department of Political Science, UTFA's vice-president (salaries, benefits and pensions) and Graham's colleague for nearly 20 years, calls him "a highly principled person and one of maybe two people I know who doesn't have a mean bone in his body." Finlayson, a sometimes adversary, agrees: "I could imagine spending time on a desert island with him."

Given a choice, Graham would probably opt for a sailing expedition over a desert island any day. His well-known passion for sailing borders on the religious: crossing the Atlantic in a 35-foot boat back in 1984 was, he says, "the greatest experience in my life" and only a troublesome hiatus hernia kept him off the water this past summer. The attraction is easy enough to understand. As a voice for faculty, whether at U of T or throughout the province, "you can never satisfy everybody in the community you're trying to represent. But when you sail away from the dock, you leave all that behind. That's what's so refreshing about it." At some point in the not-too-distant future, Graham will almost certainly be breathing salt air again. But for now, there's work to do on shore.



we have to offer the best compensation. The quality of the U of T faculty is second to none in Canada and we want to keep it that way."

Graham takes seriously this commitment to better the institution and he has some fairly fixed views about the best ways to do so. Here, his own scholarly interest in the theory and practice of political philosophy tends to show through: he is convinced that U of T needs to adopt a more collaborative approach in developing policies and making decisions, consulting more extensively with the various employee groups on major issues. "The tendency of the administration," he says, "has been to maintain a mandarin-like inscrutability. I think decision making at the University can be improved by making it more democratic and extending a voice to the community at large. It's only when everybody feels that they have a real say in the decisions of the institution that you can create loyalty, good morale and a sense of common commitment to the University's mission."

One of those areas where a lack of openness and consultation

EVENTS



LECTURES

Computing the Future: A Broader Agenda for Computer Science and Engineering.

TUESDAY, NOVEMBER 10
Prof. Juris Hartmanis, Cornell University, Computer Science: Its Theory, Practice, Applications and Implications series. 1105 Sandford Fleming Building. 11 a.m. *Computer Science and ITRC*

The Ethics of Germ-Line Gene Therapy.

TUESDAY, NOVEMBER 10
Prof. Bernard Gert, Dartmouth College. 4279 Medical Sciences Building. 4:30 to 6 p.m. *Bioethics*

Cancer Pharmacotherapy: Novel Quinolones as Topoisomerase II-Targeted Drugs with Antineoplastic Potential.

WEDNESDAY, NOVEMBER 11
Prof. Neil Osheroff, Vanderbilt University. 4227 Medical Sciences Building. 4 p.m. *Pharmacology*

Excavations at the Early Iron Age Site of Kavousi, Crete.

WEDNESDAY, NOVEMBER 11
Prof. Leslie Preston Day, Wabash College. Lecture room, McLaughlin Planetarium. 5:15 p.m. *Archaeological Institute of America, Toronto Society*

Assyrian Stelae: Unwinding the White Obelisk.

WEDNESDAY, NOVEMBER 11
Prof. Holly Pittman, University of Pennsylvania. 1105 Sandford Fleming Building. 8 p.m. *Canadian Society for Mesopotamian Studies*

The Cultural Situation in Russia and the Role of Libraries.

THURSDAY, NOVEMBER 12
E. IU. Genieva, State Library for Foreign Literatures, Moscow. 4049 Robarts Library. 10 a.m. *U of T Library*

The Universities of Renaissance Italy.

THURSDAY, NOVEMBER 12
Prof. Paul Grendler, Department of History, 28th annual Erasmus lecture. Alumni Hall, Victoria College. 4:30 p.m. *CRRS*

21st Century Capitalism.

THURSDAY, NOVEMBER 12
Prof. Robert Heilbroner, New School for Social Research, NY; 1992 Massey lectures. Hart House Theatre. 8 p.m. *Massey and CBC Radio*

Lilies of the Field and the Birds of the Air.

FRIDAY, NOVEMBER 13
Prof. Graeme Nicolson, Department of Philosophy. Combination Room, Trinity College. 7:30 p.m. *Kierkegaard Circle*

A Moment of Grace: The Terminal Decade of the 20th Century.

FRIDAY, NOVEMBER 13
Thomas Berry, Riverdale Institute for Religious Studies; Madan Handa memorial lecture. Auditorium, Ontario Institute for Studies in Education, 252 Bloor St. W. 8 p.m.

The Concept of Divinity in Jainism.

SATURDAY, NOVEMBER 14
Prof. Robert J. Zydenbos, visiting Centre for South Asian Studies; Shri Roop Lal

Jain lecture in Jaina studies. Croft Chapter House, University College. 5 p.m. *South Asian Studies*

Dinosaur Hunting in the Alberta Badlands and China's Gobi Desert.

SUNDAY, NOVEMBER 15
Emlyn H. Koster, Ontario Science Centre. Auditorium, Medical Sciences Building. 3 p.m. *Royal Canadian Institute*

Turning Down the Volume: Will the Blare of Television Drown Out the Voice of the Book?

TUESDAY, NOVEMBER 17
Timothy Findlay, novelist; Graham Spry lecture in culture and communications. 140 University College. 8 p.m. *UC and CBC Radio*

The Recent Conflict in Erstwhile Yugoslavia: Teaching Language and the Literary Cultural View.

WEDNESDAY, NOVEMBER 18
Prof. Ralph Bogert, Department of Slavic Languages & Literatures. 2090 Sidney Smith Hall. 2 to 4 p.m. *CREES*

Habit/Habitation.

THURSDAY, NOVEMBER 19
Prof. George Teyssot, Institute for Studies in History & Theory of Architecture, Venice; visiting Princeton University. Hart House Theatre. 7 p.m. *Architecture & Landscape Architecture*

Carnival of Death: The Great Montreal Smallpox Epidemic of 1885.

SUNDAY, NOVEMBER 22
Prof. Michael Bliss, Department of History. Auditorium, Medical Sciences Building. 3 p.m. *Royal Canadian Institute*

COLLOQUIA

The Wall in Our Heads: East/West German Stereotypes and the Problems of Transition in Three Enterprises in East Berlin.

TUESDAY, NOVEMBER 10
Prof. Birgit Müller, Freie Universität Berlin. Upper Library, Massey College. 12 noon. *Sociology, Anthropology and International Studies*

Industrial Policy in a Regional Context.

WEDNESDAY, NOVEMBER 11
Prof. David Wolfe, Department of Political Science. 304 Victoria College. 4:10 p.m. *IHPST*

The Image of the "Other" in the Serbo-Croatian War.

THURSDAY, NOVEMBER 12
Prof. Slobodan Drakulic, Centre for Russian & East European Studies. Combination Room, Trinity College. 4 p.m. *International Relations*

The Muon (g-2) experiment at BNL.

THURSDAY, NOVEMBER 12
Prof. Yuri Orlov, Cornell University. 102 McLennan Physical Laboratories. 4:10 p.m. *Physics*

The Magic of Narrative: Spelling & Spell-binding.

FRIDAY, NOVEMBER 13
Prof. Hugh Parry, York University; Methodology in Classical Scholarship discussion group. Walden Room, UC Union, 79 St. George St. *Classics*

Complexes of Organic Molecules with Multidentate Lewis Acids.

FRIDAY, NOVEMBER 13
Prof. James Wuest, University of Montreal. 158 Lash Miller Chemical Laboratories. 3:30 p.m. *Chemistry*

T.H. Huxley and Fisheries Biology.

WEDNESDAY, NOVEMBER 18
Jennifer Hubbard, Institute for the History & Philosophy of Science & Technology. 304 Victoria College. 4:10 p.m. *IHSPT*

Conceptions of Normativity in Ethics.

THURSDAY, NOVEMBER 19
Prof. Peter Railton, University of Michigan. 161 University College. 4 p.m. *Philosophy*

New Vistas in Molecular Sieve Synthesis and Catalysis.

FRIDAY, NOVEMBER 20
Prof. Mark E. Davis, California Institute of Technology. 158 Lash Miller Chemical Laboratories. 3:30 p.m. *Chemistry*



SEMINARS

The 1991 Ontario Health Survey and Physical Activity.

MONDAY, NOVEMBER 9
Joan Hurlock, Ministry of Health. 330 Clara Benson Building, 320 Huron St. 3:30 to 5:30 p.m. *Physical & Health Education*

Mutations Affecting the Stability and Function of the Fushi Tarazu Protein of Drosophila.

MONDAY, NOVEMBER 9
Prof. Ian Duncan, Washington University, St. Louis. 4279 Medical Sciences Building. 4 p.m. *Molecular & Medical Genetics*

Persistent Bilateralism in a Multilateral World: Japan-US Economic Negotiations.

MONDAY, NOVEMBER 9
Prof. Michael Donnelly, Department of Political Science. 3050 Sidney Smith Hall. 4 to 6 p.m. *Political Science*

Protein-Protein Interactions in Yeast RNA Polymerase II Transcription.

TUESDAY, NOVEMBER 10
Angela Pearson, Department of Molecular & Medical Genetics. 4279 Medical Sciences Building. 2 p.m. *Molecular & Medical Genetics*

Resonant Four-Wave Mixing Spectroscopy: A New Probe for Molecular Structure and Dynamics in the Regime of Extreme Vibrational Excitation.

TUESDAY, NOVEMBER 10
Prof. Patrick Vaccaro, Yale University. 158 Lash Miller Chemical Laboratories. 4 to 5:30 p.m. *OLLRC*

Fibre Flocculation in Papermaking.

WEDNESDAY, NOVEMBER 11
Prof. Richard J. Kerekes, University of British Columbia. 119 Wallberg Building. 12:30 p.m. *Chemical Engineering & Applied Chemistry*

The Eye as a Vascular Gold Mine.

THURSDAY, NOVEMBER 12
Prof. Patricia Stewart, Department of Anatomy & Cell Biology. 411 Rosebrugh Building. 1 p.m. *IBME*

Islamism and Secularism in the Emergence of Modern Algeria.

THURSDAY, NOVEMBER 12
Prof. John D. Ruedy, Georgetown

University. 14057 Robarts Library. 4 p.m. *Middle East & Islamic Studies*

Molecular Techniques to Evaluate Dietary Effects on Mammary Carcinogenesis.

THURSDAY, NOVEMBER 12
Prof. Michael Archer, Department of Medical Biophysics. 235 FitzGerald Building. 4 p.m. *Nutritional Sciences*

Old Metaphors and New Post-Perestroika Paradigm in Ukrainian Popular Press.

THURSDAY, NOVEMBER 12
Prof. Anna Makolkin, Department of Semiotics. Boardroom, Multicultural History Society of Ontario, 43 Queen's Park Cres. E. 4 to 6 p.m. *Ukrainian Studies*

Writing Algerian History.

FRIDAY, NOVEMBER 13
Prof. John D. Ruedy, Georgetown University. 14057 Robarts Library. 10 a.m. *Middle East & Islamic Studies*

The Political Economy of a First Nations Province.

MONDAY, NOVEMBER 16
Prof. Thomas Courchene, Queen's University. 3050 Sidney Smith Hall. 4 to 6 p.m. *Political Science*

Mathematical Modelling of Urban and Regional Air Pollution.

TUESDAY, NOVEMBER 17
Prof. John H. Seinfeld, California Institute of Technology. 119 Wallberg Building. 12:30 p.m. *Chemical Engineering & Applied Chemistry*

Mechanism of Transcriptional Activation by the Herpes Simplex Virus Transactivator VP16 and Tumour Suppressor Protein p53.

TUESDAY, NOVEMBER 17
Hua Xiao, Department of Medical & Molecular Genetics.

Genomic Structure of the Murine HOX-10.

Jakub Novak, Department of Molecular & Medical Genetics. 4279 Medical Sciences Building. 2 p.m. *Molecular & Medical Genetics*

X-Ray Laser Research at NRC.

TUESDAY, NOVEMBER 17
Gary Enright, National Research Council of Canada. 158 Lash Miller Chemical Laboratories. 4 to 5:30 p.m. *OLLRC*

The Rest Cure and Tuberculosis.

TUESDAY, NOVEMBER 17
Dr. Barbara Bates, University of Pennsylvania; Hannah seminar for the history of medicine. 239 FitzGerald Building. 4 to 6 p.m.

In Vitro vs In Vivo Drug Metabolism: Inter-Individual Variation.

WEDNESDAY, NOVEMBER 18
Prof. Ted Inaba, Department of Pharmacology. 4227 Medical Sciences Building. 4 p.m. *Pharmacology*

Program in Food Safety, Nutrition and Regulatory Affairs: A Unique Collaboration between Industry and Academia.

THURSDAY, NOVEMBER 19
Phyllis Tanaka, Department of Nutritional Sciences. 235 FitzGerald Building. 4 p.m. *Nutritional Sciences*

Peripatetic and Euclidean Ways of Seeing: Optics in Hellenistic Natural Philosophy and Mathematics.

FRIDAY, NOVEMBER 20
Prof. Alexander Jones, Institute for the History & Philosophy of Science &

Technology. 152 University College. 3 p.m. *Classical Studies*



MEETINGS & CONFERENCES

Readings from Dickens.

THURSDAY, NOVEMBER 12
Nick and Joy Hunter reading from Dickens' work. Reception to launch Dickens' exhibition; meeting of the Friends of the Thomas Fisher Rare Book Library. Thomas Fisher Rare Book Library. 6 p.m.

After Tiananmen: What is China's Future?

SATURDAY, NOVEMBER 14
One-day seminar led by Prof. Timothy Brook, Department of History. Morning session: illustrated lecture analyzing the Beijing massacre and events leading up to and beyond it. Afternoon session: panel discussion with Prof. Victor Falkenheim, Department of Political Science, and Prof. Ruth Hayhoe, Ontario Institute for Studies in Education. 9:30 a.m. to 4:30 p.m. Fee: \$45. Registration: 978-2400. *SCS*

Academic Board.

THURSDAY, NOVEMBER 19
Council Chamber, Simcoe Hall. 4:15 p.m.

The New NATO: Political and Military Dimensions.

FRIDAY, NOVEMBER 20
Atlantic Council of Canada autumn seminar. George Ignatieff Theatre, 15 Devonshire Place. 9 a.m. to 4 p.m. Registration fee: \$75. Information: 979-1875.

Business Board.

MONDAY, NOVEMBER 23
Council Chamber, Simcoe Hall. 4 p.m.

FILMS

Innis Fall Film Program.

THURSDAY, NOVEMBER 12
John Cage: 1912-1992, Part 2; free to New Music Concert members. Innis College Town Hall. 7 p.m. Tickets \$4.

THURSDAY, NOVEMBER 19
Brakhage on Menken. Innis College Town Hall. 7:30 p.m. Tickets \$4.

FRIDAY, NOVEMBER 20
Brakhage on Brakhage; in person with recent films. Innis College Town Hall. 7:30 p.m. Tickets \$4.



MUSIC

FACULTY OF MUSIC EDWARD JOHNSON BUILDING

Tuesday Noon Series.

TUESDAY, NOVEMBER 10
Performance of student compositions. Walter Hall. 12:10 p.m.

TUESDAY, NOVEMBER 17
Performance of student compositions. Walter Hall. 12:10 p.m.

Thursday Noon Series.

THURSDAY, NOVEMBER 12
How to Survive as a Musician in Toronto, Toronto Musicians Association. Walter Hall. 12:10 p.m.

EVENTS

U of T Jazz Ensembles: Jazz Combos.

FRIDAY, NOVEMBER 13

Paul Read, director; Phil Nimmons, director emeritus. Walter Hall. 8 p.m. Tickets \$8, students and seniors \$5.

U of T Symphony Orchestra.

SATURDAY, NOVEMBER 14

Pierre Hétu, conductor. MacMillan Theatre. 8 p.m. Tickets \$10, students and seniors \$5.

Opera Tea.

WEDNESDAY, NOVEMBER 18

Opera Division; an afternoon of opera and tea. MacMillan Theatre. 2 p.m. Tickets \$8, students and seniors \$5.

U of T Jazz Ensembles: Big Bands.

SATURDAY, NOVEMBER 21

Paul Read, director; Phil Nimmons, director emeritus. MacMillan Theatre. 8 p.m. Tickets \$8, students and seniors \$5.

TRINITY COLLEGE Choral Evensong.

WEDNESDAYS, NOVEMBER 11 AND
NOVEMBER 18

Trinity College Chapel Choir; Robert Bell, director. Trinity College Chapel. 5:30 p.m.

Benefit Concert.

SUNDAY, NOVEMBER 15

Laura Pudwell, mezzo-soprano. George Ignatieff Theatre, 15 Devonshire Place. 3 p.m. Tickets \$12, students and seniors \$10.



PLAYS & READINGS

Interlude I: A Night of One Act Plays.

THURSDAY, NOVEMBER 19 TO

SATURDAY, NOVEMBER 21

Two plays to be presented. Drama Studio, Scarborough College. 8 p.m. Reservations: 287-7190.



EXHIBITIONS

JUSTINA M. BARNICKE GALLERY, HART HOUSE TO NOVEMBER 12

Between the Sacred and the Secular.

David Luksha, paintings. East Gallery.

Real Encounter.

Allan Beckley, drawings and paintings. West Gallery. Gallery hours: Monday to Friday, 11 a.m. to 7 p.m.; Saturday and Sunday, 1 to 4 p.m.

SCHOOL OF ARCHITECTURE & LANDSCAPE ARCHITECTURE

Kikoo Mozuna: The Kojiki of Architecture.

TO NOVEMBER 20

Scroll picture drawings, mandalas and photographs of architectural projects by Japanese architect Kikoo Mozuna. The Gallery, 230 College St. Hours: Monday to Friday, 9 a.m. to 5 p.m.

SCARBOROUGH COLLEGE Collaborative Interpretations.

TO NOVEMBER 20

Contemporary Art in Scarborough V. The Gallery, Gallery hours: 11 a.m. to 4 p.m.

ERINDALE COLLEGE Persona Obscura.

TO NOVEMBER 29

Sally Glanville, mixed media. Blackwood Gallery. Gallery hours: Monday to Friday, noon to 2 p.m. and 3 to 5 p.m.

VICTORIA UNIVERSITY Northrop Frye.

TO DECEMBER 11

Exhibition of items from the Northrop Frye Collection. E.J. Pratt Library. Hours: Monday to Friday, 9 a.m. to 10 p.m.; Saturday, noon to 10 p.m.; Sunday, 1 to 10 p.m.

THOMAS FISHER RARE BOOK LIBRARY

Please, Sir, I Want Some More.

NOVEMBER 9 TO FEBRUARY 12

Exhibition of the works of Charles Dickens; books and manuscripts, pamphlets and broadsides from the collection of Dan Calinescu, celebrating the 150th anniversary of Dickens' visit to Toronto. 1st and 2nd floors. Hours: Monday to Friday, 9 a.m. to 5 p.m.



MISCELLANY

An Act of Remembrance.

WEDNESDAY, NOVEMBER 11

Chaplain of Hart House will conduct the service. Soldiers' Tower. 10:35 a.m. UTAA

Children in the Developing World

THURSDAY, NOVEMBER 12

International health night featuring Peter Dalgish, Street Kids International. 2158 Medical Sciences Building. Poster display session and buffet, 6 p.m. Symposium session, 7 p.m. *Medicine and International Health Program*

Blood Donor Clinic.

MONDAY, NOVEMBER 16 TO

THURSDAY, NOVEMBER 19

The Canadian Red Cross will be conducting the U of T blood donor clinic in the following areas: Nov. 16 and 17, main floor lobby, Medical Sciences Building, 10 a.m. to 4 p.m. Nov. 18 and 19, main floor lobby, Sidney Smith Hall, 10 a.m. to 4 p.m. Please note that ID is required. SAC

Convocation.

MONDAY, NOVEMBER 23

Faculty of Arts & Science (except Erindale and Scarborough Colleges). Honorary Graduand Wole Soyinka will address Convocation. Convocation Hall. 8:15 p.m.



DEADLINES

Please note that information for Events listings must be received in writing at the Bulletin offices, 21 King's College Circle, 2nd floor, by the following times:

Issue of November 23, for events taking place Nov. 23 to Dec. 14: MONDAY, NOVEMBER 9.

Issue of December 14, for events taking place Dec. 14 to Jan. 11: MONDAY, NOVEMBER 30.

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Dr. Eric J. Chaisson
SPACE TELESCOPE SCIENCE INSTITUTE
DIRECTOR, WRIGHT CENTER, TUFTS

Cosmic Evolution: Toward a New Scientific Philosophy

Friday, November 20, 1992

University of Toronto
Faculty of Arts and Science
Tenth Anniversary
Wiegand Foundation
Lecture Series

Dr. Christopher J. Corbally, S.J.
JESUIT ASTRONOMER
VATICAN OBSERVATORY

Astronomy and Religion: Contributors or Contestants

Friday, November 27, 1992

Both lectures will be held in
Convocation Hall
31 King's College Circle
8 pm **Free admission**

For more information call 978-7253



Financial Planning Seminar

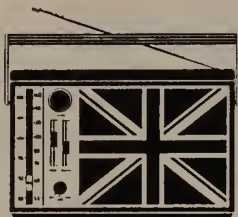
The University of Toronto Faculty Association's annual seminar to assist members with their financial planning will be held at 2:00 p.m. on Tuesday, November 17, 1992.

Professor Emeritus Brian Galvin (Financial Planning Consultant) and Mr. Neil Burnham (Human Resources Department) will be present to explain and answer questions on financial planning and the University of Toronto Pension Plan.

This seminar is open only to members of the Faculty Association and their spouses.

To register, please call 978-3351.

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The Department of Political Science

presents

A John M. Olin Symposium on the American Election

with

Paul Allen Beck
Ohio State University

Jane Mansbridge
Northwestern University

Gerald Pomper
Rutgers University

Monday, November 23, 1992 4p.m.
Combination Room
Trinity College
University of Toronto

NOTICE OF OFFENCE

In accordance with the recommendation of the University Tribunal, I am publishing the following Notice of Offence and the sanctions imposed:

The charge against the student was that he represented as his own in an academic work submitted for credit in HIS 295Y, an idea or expression of an idea or work of another, contrary to Section E.1. (a) (ii) of the University of Toronto Code of Behaviour on Academic Matters.

Based on the evidence provided, the jury found him guilty of the charge and imposed the following sanctions:

- (i) assignment of a failure in the course HIS 295Y;
- (ii) suspension from the University for one year;
- (iii) that the suspension and the reason for it be recorded on his academic transcript for a period of three years; and
- (iv) that the decision and sanctions imposed be reported to the Vice-President and Provost for publication in the University newspapers.

Professor J. E. Foley
Vice-President and Provost

NOTICE OF OFFENCE

In accordance with the recommendation of the University Tribunal, I am publishing the following Notice of Offence and the sanctions imposed:

The charge against the student was that on or about June 7, 1991, he submitted for credit in ACC804H parts of Assignment 1 in which he represented as his own an idea or expression of an idea or work of another contrary to Section E.1. (a) (ii) of the University of Toronto Code of Behaviour on Academic Matters, 1985.

The jury unanimously found him guilty of the charges and imposed the following sanctions:

- a grade of zero in the course ACC804H;
- that a censure specifying academic misconduct be recorded on his academic transcript for a period of three years;
- that the decision and sanctions imposed be reported to the Provost for general publication, according to the University's policy, with a special mention of the fact that this offence was committed in a distance education course.

Professor J. E. Foley
Vice-President and Provost

Faculty of Arts and Science
University of Toronto

Outstanding Teaching Awards

Call for Nominations 1992 - 1993

The Faculty of Arts and Science Outstanding Teaching Awards recognize excellence in the following areas:

- Classroom Instruction
- Course Design
- Curriculum Development
- Innovative Teaching Methods

Nominations should be submitted to the Dean's Office, 2020 Sidney Smith Hall, by Monday, November 30, 1992.



For further information call 978-3389.

CLASSIFIED

A classified ad costs \$15 for up to 35 words and \$.50 for each additional word (maximum 70). Your name counts as one word as does your phone number, but the components of your address will each be counted as a word. No charge for postal code. A cheque or money order payable to **University of Toronto** must accompany your ad. Ads must be submitted in writing, 10 days before *The Bulletin* publication date, to **Nancy Bush, Department of Public Affairs, 21 King's College Circle, 2nd Fl., Toronto, Ontario M5S 1A1.** Ads will not be accepted over the phone. To receive a tearsheet and/or receipt please include a stamped self-addressed envelope.

ACCOMMODATION RENTALS AVAILABLE — METRO & AREA —

Roncesvalles Village. Monthly, available Dec. 1. First floor of Victorian house. Private entrance. 30 minutes streetcar to U of T. Two fireplaces, one in bedroom. Washer/dryer. Free parking. Pets okay. \$950/month. Peter, 978-7714.

Bloor/Brunswick. Unfurnished small one-bedroom, renovated, 2nd floor. Hardwood floors, quiet, private entrance, high ceilings, 450 sq. ft. Suit graduate or professor, non-smoker, references. Available now, \$630 plus utilities. Leave message 923-9696.

Secluded cottage in woodland. Erindale campus. 40 minutes St. George campus via college bus. Large garden. Suitable for couple. No pets. Partly furnished. Appliances. Available December 11 to July 31, 1993. \$1,100 + utilities. Apply Prof. Henry Halls, 828-5363, 9am-6pm.

Weston Road/HWY 7. Large 4-bedroom, 4-year-old home. Main floor, den, family room, laundry room, central air, double-car garage, automatic door opener, interlocked driveway. Large, fenced yard. Call 499-2356.

University/Dundas. Large, fully furnished, 1-bedroom apartment in security building. Near TTC, U of T and teaching hospitals. 2 bathrooms, fireplace and laundry. Underground parking, indoor swimming pool and gym. Available December 1. \$1,350 inclusive. 596-8188.

Spadina & St. Clair. Complete renovation. 5 bedrooms, 3 bathrooms, parking, fireplace, skylights, A/C, backyard, separate nanny's quarters. Third-floor master with whirlpool en suite and study. Close to shopping, subway. Perfect professor's home. 781-3801.

Three-bedroom townhouse facing on pleasant courtyard, available for 12 months beginning January 1, 1993 while occupants are on sabbatical. Furnished, including appliances. Bayview/Sheppard. Convenient shopping and transportation. Parking garage. 223-2405 or 978-5819.

College & Spadina. Bright one-bedroom/den apartment, third floor, steps to U of T, parking, private entrance, cable/hydro included. Immediate occupancy. Suit quiet, responsible single or couple, references. Mr. Hoffman, 979-2142.

South Parkdale. Large one-bedroom, fully furnished and equipped, cable TV, parking, telephone, hydro. Until May 1993. Responsible person(s) only, references. \$750 inclusive. Michael, 531-7951.

Fully equipped/furnished 1-bedroom waterfront-view apartment. Foot of Bay Street. Queen-size bed, pool, gym, squash, library, minibus. Four months or longer, \$1,500/month. Bill, 363-5996; fax, 924-6858.

January to May/June. You'll love this renovated, furnished, fully equipped house on beautiful park, steps from Greenwood subway station. Short trip to campus. Master bedroom, den/bedroom, home office with desk, fax-phone, ans. machine, photocopier. Eat-in kitchen, all appliances, stereo, piano. Non-smokers, no pets. \$1,300 plus utilities. Includes monthly cleaner. 465-3804.

Fully furnished two-bedroom home. Fireplace, garage parking and only steps to

Eglinton West subway. December 22 to April 25. \$990 per month inclusive. Bob, 466-7661.

Prestigious Parkview Hills — Woodbine/O'Connor area. Spotless, fully furnished, self-contained one-bedroom apartment. Quiet home. All-inclusive, one person only, non-smoker. \$650/month, first and last. Please phone 759-9468.

Madison Avenue. Short-term. Immaculate, one-bedroom & bachelor. Newly decorated & furnished. Fully equipped, TV, telephone, laundry and parking. Quiet building. Smoke- and pet-free. Walk to U of T, Yorkville and Museum. \$350 a week. 967-6474.

Prestigious Lawrence Park executive home. 4 bedrooms, large family room, study, skylights, finished basement, 4 bathrooms, 2 fireplaces, large deck over beautiful peaceful lot, garage. Walk to subway. Long-term rental available. \$2,500/month. 486-4238.

ACCOMMODATION RENTALS REQUIRED

Wanted: small apartment for three months from January 1, 1993. Visiting professor from King's College London seeks one-bedroom apartment for two people in elevator building, downtown near subway to York University. Full furnishings and equipment required. Desires living/dining, kitchen, bath/toilet. Additional small study may be advantage. Prof. J.S. MacDonald, 53 Trinity Road, Wimbledon SW19 8QS, England. Fax 011 44 81 784-2684, home phone 81 540-8792.

Wanted to rent: furnished one-bedroom apartment close to U of T for visiting professor. January — May. Phone 978-5404.

Professional couple (professor and social worker/teacher) seek house-sit/sublet accommodation in Toronto, January — June 1993. Non-smokers, childless. Will take loving care of house/apartment, plants and pets. Excellent references. Toronto 736-5582 or (604) 598-8070.

University of Toronto faculty looking for house-sitting/sublet arrangement from January — July (flexible). House or 2-bedroom apartment. Prefer location close to or within city. Am responsible, mature with excellent references. Call 534-3800.

Two responsible U of T grads wanting house or apartment to house-sit or sublet for one month over Christmas. Call Lorna Green, 244-5247.

ACCOMMODATION SHARED

Female graduate student to share house; 1/2 hour from St. George campus. Non-smoking appreciator of cats preferred. Telephone 867-8629.

Spacious 2-bedroom apartment to share. Looking for a woman, non-smoker, to share huge apartment in beautiful Annex house. Two floors, dining-room, living-room, fireplace, balcony, hardwood floors, exposed brick. \$550/month inclusive. 920-3239.

ACCOMMODATION OVERSEAS

Going to England? Two-bedroomed, furnished apartment in London for rent. Fifteen

minutes from centre; good rail/subway/bus links to most London University colleges and hospitals. £500 monthly (negotiable). Ring 971-7055.

French Riviera, Nice, between Chagall and Matisse museums, in the most beautiful area. All newly equipped apartment for 2. Perfect for vacation (1 or 2 weeks) or longer term. Call evenings after 8 p.m. 274-9085.

Sabbatical in Avignon. Ancient farmhouse, superb views, secluded but not isolated. 4 bedrooms, 2 bathrooms (master en suite), 2 living-rooms. Fully equipped and furnished (colour TV, stereo, etc.) 800 metres along a country lane to a super 2-room schoolhouse. Many satisfied academic users and truly bilingual children. Available September 1, 1993 through June 30, 1994. \$1,250/month. 978-8637.

London, England. Academic's comfortable, furnished, four-bedroom, mid-Victorian house. Very central. \$1,000 plus utilities. Available January — mid-April 1993. 923-4252.

ACCOMMODATION EXCHANGE

London, UK/Toronto. January 1 — April 30, 1993. Visiting professor to exchange 4-bedroom, 2-storey house for equivalent or smaller house/apartment downtown Toronto, near subway to York University. Home close to underground, BR and supermarkets. Bath/toilet and shower/toilet. Living/dining-room 23x15 feet. Fully furnished and equipped. Professor J. MacDonald, 53 Trinity Road, Wimbledon, SW19 8QS. Fax 011 44 81 784-2684, phone 81 540-8792.

English exchange: British academic wishes to exchange her 3-bedroom house in Nottingham for 1-2 bedroom apartment or house in Toronto, February — September 1993. Shorter exchange period negotiable. Call 534-9331 or collect 011 44 602 221804.

BED & BREAKFAST

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PERSONAL COUNSELLING in a caring, confidential environment. U of T staff extended health care benefits provide excellent coverage. Dr. Ellen Greenberg, Registered Psychologist. The Medical Arts Building, 170 St. George Street, 961-3683.

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THINK SHRINK-WRAP for your framing needs. Posters, prints, photos, maps, charts, kids' art, tea towels. Call 423-9975 for location nearest to you.

Psychologist providing individual, group and couple therapy. Personal and relationship issues. U of T extended health plan covers psychological services. For a consultation call Dr. Heather A. White, 535-9432, 140 Albany Ave. (Bathurst/Bloor).

BASSES NEEDED! The Orpheus Choir of Toronto has spaces for basses this year. Be part of an exciting season that includes Rutter, Holst, Zelenka and much, much more. Don't delay! Call right away for information. 694-2579.

Personal training. Personal programs. Nutrition consultations. Get in shape with a former Toronto Argonaut draft choice. Fit for all levels and ages. Qualified guidance to reach your personal goals. Weight loss, strength training, etc. Free initial consultation. Steve (B.P.H.E.) 532-1541.

Psychoanalysis. Intensive psychotherapy 4-5 times per week with Registered Psychologist. Covered by your benefits plan. Dr. Sarah Usher, 170 Bloor Street West, at Avenue Road. Telephone: 923-7997.

Violet B. Head, Registered Psychologist. Individual and group psychotherapy, art therapy. Specialties: depression and substance abuse problems. Most U of T benefit packages cover psychology. 200 St. Clair Ave. W. at Avenue Rd. 922-7260.

Christmas Fruit Cakes. Hand-made by Trappist monks. Large 1,350 g. \$20; small 800 g. \$12. Container designed for gift & mailing. Delivery in downtown Toronto. No taxes. Message any time. 923-3441.

DEPRESSION SUPPORT & MUTUAL AID. Facilitated groups for people struggling with depression. Introductory meeting mid-November — space limited. Focus on acceptance, understanding, improving self-esteem and quality of life. Caring, committed, confidential. Information, registration, 10-3 weekdays, 783-6969.

THANKS TO VOLUNTEERS

I want to thank all of those who volunteered on U of T Day Oct. 17 for their energy, enthusiasm and commitment. The goodwill our volunteers generate is immense; without their involvement, U of T Day would not be the great success it is. I look forward to their participation on our next U of T Day Oct. 2, 1993.

GORDON CRESSY
VICE-PRESIDENT
(DEVELOPMENT AND
UNIVERSITY RELATIONS)

F. Y. I.

General Enquiry —
Benefit & Pensions and
Tuition Waiver:
978-2015

Training & Career
Development Seminars,
Professional Development
and Educational Assistance:
978-6496

Employment Equity Office:
978-2110

General Payroll Enquiries:
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GET DIZZY AFTER DINNER



The Jazz Scene

Weeknights:

10p.m.

Saturdays:

6a.m. — Noon/

7p.m. — 10p.m.

Non-commercial Radio
91.1
CJRT-FM

COMMITTEES

The Bulletin regularly publishes the terms of reference and membership of committees.
The deadline for submissions is Monday, two weeks prior to publication.

SEARCH

CHAIR, DEPARTMENT OF ANATOMY & CELL BIOLOGY

A search committee has been established to recommend a professor and chair of the Department of Anatomy & Cell Biology. Members are: Professor Harvey Anderson, acting dean, Faculty of Medicine (chair); Professor Laszlo Endrenyi, associate dean, Division IV, School of Graduate Studies; Alan Bernstein and Janet Rossant, Departments of Molecular & Medical Genetics and Medical Biophysics; Richard Elinson, Departments of Zoology and Anatomy & Cell Biology; Paul Sadowski, chair, Department of Molecular & Medical Genetics; Barry Shandling, Department of Surgery; Cecil Yip, chair, Banting & Best Department of Medical Research; and Anneliese Jorgensen, Matthew Bjerknes, Ian Taylor and Derek van der Koy, Department of Anatomy & Cell Biology; and Catherine Mason and Amer Mirza, students, Department of Anatomy & Cell Biology; and Anna P. Perry, academic appointments, Faculty of Medicine (secretary).

The committee would welcome any comments or suggestions regarding this appointment. These may be communicated, preferably in writing, to the chair or to any member of the committee.

CHAIRS, FACULTY OF ARTS & SCIENCE

Search committees have been established to recommend chairs in the following departments in the Faculty of Arts & Science.

Department of Astronomy

Dean M.A. Chandler, Faculty of Arts & Science (chair); Professors C.T. Bolton and S.J. Lilly, Department of Astronomy; P.P. Kronberg, astronomy, Scarborough College; J.R. Percy, astronomy, Erindale College; M.J.

Phillips, associate dean, Division III, School of Graduate Studies; S.S. Tobe, associate dean, mathematical, physical and life sciences, Faculty of Arts & Science; and S.D. Tremaine, Canadian Institute for Theoretical Astrophysics; and Denise Giguere, student, Department of Astronomy.

Department of Geography

Dean M.A. Chandler, Faculty of Arts & Science (chair); Professors John Baird, associate dean, Division I, School of Graduate Studies; J.R. Desloges, M.S. Gertler and J.T. Lemon, Department of Geography; Michael Donnelly, associate dean, social sciences, Faculty of Arts & Science; Kim England, geography, Scarborough College; M.A. Fuss, Department of Economics; and D.S. Munro, geography, Erindale College; and Helen Garland, student, Department of Geography.

The committees would appreciate receiving nominations and comments from interested members of the University community. These may be submitted to Professor M.A. Chandler, dean, Faculty of Arts & Science, room 2020, Sidney Smith Hall.

REVIEW

DEPARTMENT OF CHEMISTRY

An external review committee has been established to review the Department of Chemistry on Nov. 30 and Dec. 1. Members are: Professors Don Dewees, vice-dean, Faculty of Arts & Science; Stuart A. Rice, Department of Chemistry, University of Chicago; and Larry Weiler, Department of Chemistry, University of British Columbia.

The committee would be pleased to receive comments from interested persons. These may be submitted to Dean M.A. Chandler, Faculty of Arts & Science, room 2020, Sidney Smith Hall.

MUSEUM STUDIES PROGRAM

A review committee has been established to review the Museum Studies Program. Members are: Professor John D. Baird, associate dean, Division I, School of Graduate Studies (chair); Professors C.M. Grisé, associate dean, humanities, Faculty of Arts & Science; T.M. Levere, Institute for the History & Philosophy of Science & Technology; Joseph Shaw, Department of the History of Art; Colin Visser, Graduate Centre for Study of Drama; Gary Crawford, Department of Anthropology; and Richard Helmstadter, Department of History; and Nancy Gottschalk, School of Graduate Studies (secretary).

The committee will be pleased to receive comments or submissions from interested persons until December 1. These should be mailed to Professor John D. Baird at the School of Graduate Studies, 63 St. George St.

MC LUHAN PROGRAM

A review committee has been established to review the McLuhan Program in Culture & Technology. Members are: Professor J.N.H. Britton, associate dean, Division II, School of Graduate Studies (chair); Professors R.M. Baeker, Computer Systems Research Institute; J.M. Cherry, Faculty of Library & Information Science; Ivan Kalmar, Department of Anthropology; P.W. Nesselroth, Centre for Comparative Literature; P.F.W. Rutherford, Department of History; and M.W. Donnelly, associate dean, social sciences, Faculty of Arts & Science; and Patricia Kay, graduate student, Centre for Industrial Relations; and M.A. Lynham, School of Graduate Studies (secretary).

The committee will be pleased to receive comments or submissions from interested persons until December 1. These may be forwarded to Professor J.N.H. Britton at the School of Graduate Studies, 63 St. George St..

PHD ORALS

Graduate faculty please call the PhD oral examination office at 978-5258 for information regarding time and location for these listings.

TUESDAY, NOVEMBER 10

Kwai Kuen Carol Chan, Department of Education, "Effects of Conflict and Knowledge: Building Approach on Conceptual Change." Prof. C. Bereiter.

Murray Jack Prentice, Department of Education, "Inductive and Deductive Teaching Strategies on Geographic Correlations Problem Solving." Prof. J.A. Ross.

WEDNESDAY, NOVEMBER 11

Shu Chen, Department of Chemical Engineering & Applied Chemistry, "Novel Inducers for Cellulase Production by *Trichoderma Reesei*." Prof. M. Wayman.

Paula Jane Sophia LaPierre, Department of Education, "The First Generation: The Experience of Women University Students in Central Canada." Prof. A. Prentice.

THURSDAY, NOVEMBER 12

Ronald Murray Coleman, Department of Zoology, "The Evolution of Parental Investment in Fishers." Prof. M.R. Gross.

Roy Gordon Lyster, Department of Education, "The Effect of Functional-Analytical Teaching on Aspects of Sociolinguistic Competence: An Experimental Study in French Immersion Classrooms at the Grade 8 Level." Prof. B. Harley.

Caroline Theresia Schweitzer, Department of Chemistry, "Dihydrogen Complexes of Ruthenium: Synthesis and Properties." Prof. R.H. Morris.

FRIDAY, NOVEMBER 13

William Gordon Reginald Gibson, Department of Electrical & Computer Engineering, "Doppler Catheter Flowmeter." Profs. K.W. Johnston and R.S.C. Cobbold.

Jennifer Mary Hubbard, Institute for the History & Philosophy of Science & Technology, "An Independent Progress: The Development of Marine Biology on the Atlantic Coast of Canada, 1898-1939." Prof. T.H. Levere.

John Wansbrough Johnson, Department of Economics, "Real and Nominal Exchange Rate Determination in a Small Open Economy: An Empirical Investigation of the Canadian Case." Prof. J.E. Floyd.

François Rouleau, Department of Astronomy, "Shape and Clustering Effects on the Extinction of Light by Amorphous Carbon Grains." Prof. P.G. Martin.

Daryl Somers, Department of Botany, "A Study of Genomic Interactions in a Wheat/Rye Hybrid, Triticale, Using Heat-Shock Protein Expression." Prof. W.G. Filion.

MONDAY, NOVEMBER 16

Paul Frederick Predki, Department of Biochemistry, "Characterization of Nuclear Hormone Receptors: Zinc Finger-DNA Structure." Prof. B. Sarkar.

Adrian James Tumber, Department of Education, "Labour Relations and Organizational Climate in Ontario Colleges of Applied Arts and Technology." Prof. M. Skolnik.

THURSDAY, NOVEMBER 19

Serge Sira, Department of Microbiology, "Development of Canine Adenovirus Type 1 as an Expression of Vector for the Rabies Glycoprotein Gene." Profs. J.B. Campbell and M.G. AbouHaidar.

FRIDAY, NOVEMBER 20

David W. Holdsworth, Department of Medical Biophysics, "A TD1-CCD System for Slot-Scanned Digital Radiography and Computed Tomography." Profs. D. Plewes and A. Fenster.

Marilyn Vera McBride, Faculty of Social Work, "The Ontario Association of Children's Aid Societies: 1945 to 1965." Prof. D.F. Bellamy.

Thomas Allan Tompkins, Department of Biochemistry, "The Stimulation of a Brain Phosphatidylinositol-Specific C- α by Myelin Basic Protein Involves Active Arginines." Prof. M. Moscarello.

Laura Susan Weintraub, Department of Education, "Insubordination: Administering Meaning in Education." Prof. E.H. Humphreys.

MONDAY, NOVEMBER 23

Muhammad Ahmad Garwan, Department of Physics, "Atomic Negative Ion Survey Using Accelerator Mass Spectrometry." Prof. A.E. Litherland.

Charles David Halpern-Hamu, Department of Computer Science, "Direct Manipulation of Robots by the Physically Disabled." Profs. R.C. Hold and M. Milner.

Ziren Lu, Department of Mechanical Engineering, "Sliding Mode-Based Impedance Control and Force Regulation." Prof. A.A. Goldenberg.

Nicola Cathleen Nixon, Department of English, "Texts and the Single Girl: James's Novels of the Late 1890s." Prof. B.S. Hayne.

George Francis O'Connor, Department of Education, "The Effects of Denial on Children's Cognitive Performance in a Separation Anxiety Situation." Prof. M.N. Eagle.

NOTICE OF OFFENCE

In accordance with the recommendation of the University Tribunal, I am publishing the following Notice of Offence and the sanctions imposed:

The charges against the student were:

1. that on or about May 31, 1991, he submitted for credit in ACC804H parts of Assignment 1 in which he represented as his own an idea or expression of an idea or work of another contrary to Section E.1. (a) (ii) of the University of Toronto Code of Behaviour on Academic Matters, 1985.
2. that on or about July 22, 1991, he submitted for credit in ACC804H all or parts of Assignment 3 in which he represented as his own an idea or work of another contrary to Section B.1.1. (b) of the University of Toronto Code of Behaviour on Academic Matters, 1991.
3. that on or about July 22, 1991, he submitted for credit in ACC805H all or parts of Assignment 3 in which he represented as his own an idea or expression of an idea or work of another contrary to Section B.1.1. (b) of the University of Toronto Code of Behaviour on Academic Matters, 1991.

The jury found him guilty of the charges and agreed upon the following sanctions:

- a zero on the three assignments which are the subject of these proceedings, namely, Assignments 1 and 3 in ACC804H and Assignment 3 in ACC805H;
- suspension from the University for a period of 12 months;
- that this sanction be recorded on his transcript for a period of 3 years;
- that the Tribunal report this case to the Provost who may publish a notice of the decision of the Tribunal and the sanction or sanctions imposed in the University newspapers, with the name of the student withheld.

Professor J. E Foley
Vice-President and Provost

RESEARCH NOTICES

For further information and application forms for the following agencies, please contact ORS at 978-2163 except where indicated.

HUMANITIES & SOCIAL SCIENCES ASSOCIATION FOR CANADIAN STUDIES

The intercultural/interregional program is designed to encourage and facilitate

exchanges within the field of Canadian studies at the post-secondary level and is aimed exclusively at Canadian residents for exchange within Canada. The program offers up to \$2,500 to help defray transportation and accommodation costs incurred by exchange participants. Participation in conferences or colloquia is not covered. Applications have to be submitted by a Canadian studies program coordinator, department chair or other institutional representative and may request support for professors, researchers, graduate students and public figures involved in Canadian studies. Deadline is December 15

CENTRE FOR STUDIES IN DEFENCE MANAGEMENT

CSMRD has established a solicited research program to help fund Canadian researchers doing work in the field of defence economics. This year's proposals should be related to one of the following areas: the industrial organization, economics of innovation and international trade aspects of the defence industrial base; arms procurement (value for the dollar spent and industrial impact including role in innovation); regional economic development (the role of defence expenditures, production and related subsidies); and problems of industrial relations, labour economics and human resources management as they relate to defence. Awards will be made up to \$50,000 for the total project. Deadline is December 15.

LADY DAVIS FELLOWSHIP TRUST

Fellowships permitting study, research or teaching at the graduate, post-graduate or professional levels at the Hebrew University of Jerusalem and the Technion-Israel Institute of Technology in Haifa are available. The fellowships are intended to defray the cost of the fellow's travel and tuition (where applicable) and to meet reasonable living expenses. Visiting professorships are also available to candidates with the rank of full or associate professor at their own institutions. Deadline is November 30.

ROYAL ONTARIO MUSEUM

The annual Veronika Gervers research fellowship in textile and costume history (up to \$9,000) is awarded to a scholar working on any aspect of textile or costume history whose research makes direct use of or supports any part of the ROM collections. For information contact: Chair, Veronick Gervers Memoiral Fellowship, Textile Department, Royal Ontario Museum, 100 Queen's Park, Toronto, Ont. M5S 2C6 (586-5790). Deadline is November 15.

MEDICINE & LIFE SCIENCES ARTHRITIS SOCIETY

The Society actively supports the search for the underlying causes and subsequent cures for arthritis while promoting the best possible care for the arthritis sufferer. For applicants where there is potential for a collaborative effort involving the arthritis research group and an industrial partner the society will participate in a matching fund program. Investigators are advised to read the current guidelines carefully before involving an such a partner. Deadline is December 15.

CANADIAN PSYCHIATRIC RESEARCH FOUNDATION

The foundation provides start-up funds

to a maximum of \$40,000 to assist investigators in clinically related research focused on schizophrenia and affective disorders. The foundation also supports the development of research skills in young investigators through its fellowship program. Special funding is also offered through the Matthew Eytan memorial fund for clinical research directed at the adolescent age population suffering from severe schizophrenia or affective disorders. Deadlines are November 27.

CONNAUGHT COMMITTEE

The I'Anson professorship program is supported by the Mary Gertrude I'Anson fund under the direction of the Connaught Committee. The aim of the program is to allow faculties or departments to recruit and appoint new junior faculty in areas that will lead to new research directions in the health sciences. Through this program a limited number of new faculty positions in health science areas are supported for up to five years. These positions are to be tenure-stream or the equivalent. The competition is open to all U of T faculties where medical or health science research is performed. For further information and application forms contact the Connaught Secretariat, room 133S, Simcoe Hall, 978-6475. Deadline is November 30.

EPILEPSY CANADA

The goal of the Epilepsy Canada/Parke-Davis Canada research fellowship is to develop expertise in clinical or basic epilepsy research and to enhance the quality of care for epilepsy patients in Canada. The fellowship is offered as a training program and is not intended for individuals holding a faculty appointment. Research must be carried out at a Canadian facility with ongoing clinical and research programs in epilepsy and the project must be on epilepsy itself. Deadline is December 1.

HEALTH & WELFARE CANADA

The H&WC/NWG directorate has confirmed that funding under the National Welfare program is now limited to special competitions announced by request for proposal notices. Funding will continue for research projects already supported by NWG on a continuing basis.

HEART & STROKE FOUNDATION OF CANADA

Since the 1992 deadline for receipt of junior personnel applications to the foundation falls on a Sunday, all applications must be received by Friday, November 13 at 4:00 p.m. Applications received after the deadline will not be accepted and will be returned to the applicant.

INTERNATIONAL UNION AGAINST CANCER

Oncology nursing fellowships are offered to registered English-speaking nurses who are actively engaged in the care of cancer patients in their home institutes and come from countries where specialist cancer nursing training is not yet widely available. Deadline is November 15.

MEDICAL RESEARCH COUNCIL

Centennial fellowships are offered for full-time training in the health sciences to candidates of special academic distinction who wish to broaden their fields of interest and secure training for independent work in clinical investigator or interdisciplinary research. Candidates must be Canadian citizens and permanent residents of Canada and have a

degree in medicine, dentistry, pharmacy, optometry or veterinary medicine or a PhD (or equivalent degree). Candidates are nominated by the dean of the appropriate faculty. Candidates from the Faculty of Medicine should contact their research office well ahead of the deadline regarding documentation required. Deadline is November 15.

University-industry program industrial studentships support highly qualified graduate students undertaking full-time research training in the health sciences leading to an MSc or PhD. A company must sponsor the proposed student and contribute an amount equal to or greater than the council's contribution. Further details are found in the current MRC guidebook and supplement. Deadline is December 1.

NATIONAL INSTITUTE OF NUTRITION

The institute funds highly qualified candidates for full-time post-doctoral training in centres of recognized excellence in nutrition research. For post-doctoral fellowships candidates must be Canadian citizens or landed immigrants holding an MD, PhD, DDS, DVM, PharmD or equivalent degree. The T.K. Maare NIN/H&W joint fellowships provide an opportunity for a researcher to pursue studies in the food directorate of the health protection branch of Health & Welfare Canada. Deadlines are December 1.

ONTARIO MENTAL HEALTH FOUNDATION

Investigators are reminded that where required, ethics clearance forms, consent forms, animal clearance forms, etc., must be submitted to the foundation no later than 60 days following the application deadline. For project research applications the deadline is December 1; for Alzheimer Society applications, December 27.

PHYSICIANS' SERVICES INCORPORATED FOUNDATION

The foundation's granting interests are currently limited to education of practising physicians (fellowship support; funding of the College of Family Physicians & Surgeons study award program; and the Royal College of Physicians & Surgeons of Canada clinical traineeship program) and health research (clinical research; medical education research and development at the post-MD level; health systems research and community-based research). Some restrictions relating to research area, eligibility and type of support apply. Investigators are advised to read the foundation's Guide to Submission of Grant Applications which forms part of the current application form (G1-03-92). Deadlines are December 9 and March 19.

PHYSICAL SCIENCES & ENGINEERING AGRICULTURE CANADA/NSERC

This research partnership program provides funding to support research projects in areas of defined priority in agriculture and veterinary medicine. Agriculture Canada and NSERC will each provide funding at a level which may not exceed an industrial cash contribution to a maximum of \$50,000 per year. Some priority research areas: food quality and safety; efficiency improvement on crop and animal production; soil and water conservation; agriculture and the environment. Deadline is December 1.

IMPERIAL OIL

Research is supported at Canadian universities in areas of interest to Imperial Oil's petroleum, petrochemical

and energy resources development businesses. Grants are made to full-time faculty members for specific research projects carried out by university students under their direction. Deadline is December 1.

INFORMATION TECHNOLOGY ASSOCIATION OF CANADA

The ITAC/NSERC award recognizes outstanding academics working in the field of information technology research in Canada. The award is open to researchers in the areas of computer and telecommunications products and services and information systems. All nominations must be routed through ORS and further information may be obtained by contacting the office. Deadline is December 14.

MINISTRY OF NATURAL RESOURCES

ORS has been advised that no new proposals will be reviewed under the renewable resource research grant program. However, all previous commitments will be honoured and renewal applications will be accepted. Deadline is November 16.

ONTARIO HERITAGE FOUNDATION

The foundation provides funding for research that will contribute to public education, conservation or protection of the natural and cultural heritage of the Niagara Escarpment. Further information is available at ORS. Deadline is December 1.

UPCOMING DEADLINES

Agriculture Canada/NSERC — research grants: *December 1.*

American Health Assistance Foundation — research grants: *November 30.*

American Paralysis Association — research, conference and lecture grants; clinical trials: *December 15.*

APGO Medical Education Foundation — educational program: *November 15.*

Arthritis Society — clinical fellowships: *November 15;* research grants, multi-centre group grants: *December 15.*

Association for Canadian Studies — writing awards program: *November 15.*

Canadian Diabetes Association — graduate studentships; scholarships; fellowships: *December 1.*

Canadian Fitness & Lifestyle Research Institute — research grants: *December 1.*

Canadian Foundation for Pharmacy — education and research grants: *November 15.*

CNIB — E.A. Baker Foundation research grants and fellowships: *December 1.*

Canadian Orthopaedic Foundation — grants-in-aid: *November 30.*

Canadian Psychiatric Research Foundation — all programs: *November 27.*

Centre for Studies in Defence Management — research grants: *December 15.*

Connaught Fund — new staff matching grants: *November 30.*

Epilepsy Canada — Parke-Davis Canada research fellowships: *December 1.*

Forestry Canada/NSERC — research partnership program: *December 1.*

Genentech Inc. — joint MRC post-doctoral fellowships: *November 15.*

Heart & Stroke Foundation — research traineeships; research fellowships; medical scientist traineeships; teaching fellowships; Trillium/HSFO fellowships; nursing research fellowships: *November 15.*

Imperial Oil — research grants: *December 1.*

International Technology Association of Canada — ITAC/NSERC awards: *December 14.*

International Union Against Cancer — international oncology nursing fellowships: *November 15.*

Japan Foundation — fellowships; institutional support programs for Japanese studies; library support; study-in-Japan grants; salary assistance for full-time Japanese-language teachers; training for teachers of the Japanese language; Japanese-language study program for librarians; Japanese-language teaching materials donations; assistance for the development of Japanese-language teaching resources: *December 1.*

Lady Davis Fellowship Trust — fellowships, professorships: *November 30.*

MRC — centennial fellowships (new and renewal); fellowships (new and renewal); Queen Elizabeth II/MRC scientist program; university/industry program jointly sponsored fellowships; industrial fellowships (new and renewal); phase 2 development grants: *November 15;*

studentships (new); travel grants; NIH international research fellowships; industrial studentships (new and renewal): *December 1.*

Merck/SER — clinical epidemiology fellowships (stage 1): *November 30.*

Ministry of Natural Resources — research grants (renewal): *November 16.*

Ministry of Northern Development & Mines — geoscience research grants: *November 15.*

Muscular Dystrophy Association of Canada — research grants: *November 15.*

Muscular Dystrophy Association (US) — post-doctoral awards, research grants, clinical research grants: *November 30.*

National Institute of Nutrition — post-doctoral fellowships; T.K. Murray/H&WC fellowships: *December 1.*

Ontario Heritage Foundation — research grants: *December 1.*

Ontario Lupus Association — fellowships: *November 15.*

Ontario Ministry of Health — health system-linked research unit; health promotion branch; behavioural research unit: *December 15.*

NSERC — international fellowship packages at ORS: *November 23.*

Ontario Mental Health Foundation — fellowships: *November 27;* conferences; publications; sundry awards: *any time.*

Ontario Ministry of Health — career scientists: *November 15.*

Physicians' Services Inc. Foundation — research grants: *December 9.*

Royal Ontario Museum — Veronika Gervers research fellowship: *November 15.*

SSHRC — NSERC/SSHRC master's scholarships in science policy: *December 1;*

women and work: *December 15.*

Sterling Winthrop Imaging Research Institute — research grants: *November 16.*

Tri-Council Secretariat — eco-research doctoral fellowships: *November 15;*

research grants: *December 15;* university research chairs: *January 15.*

U of T, Connaught Committee — I'Anson professorship program: *November 30;*

Life Sciences Committee — Dales award: *November 30;*

Humanities & Social Sciences Committee — conference travel grants: *December 15.*

Whitehall Foundation — research grants: *December 1.*

PATHS TO THE FOREST

There are many approaches to forestry and all of them must be challenged

BY ANN ZIMMERMAN

W HOOPS! HOLD ON HERE! Back up! Time out! We appear to have a classic communication failure on our hands.

The Oct. 5 issue of *The Bulletin* detailed some of the recommendations of the Working Group on the Future of the Faculty of Forestry (the Till committee) and included some of my comments on the committee's recommendations. My statement that the Division of the Environment's educational mandate was incompatible with the committee's recommendation for an arts and science major supplied by forestry was merely an opinion reflecting the division's approach to environmental education.

My comments were apparently interpreted as an attack on the practice of forestry in general and this university's Faculty of Forestry in particular. But, in response to a series of letters to the editor (page 7), I was neither "sniping" nor "musing" about the profession of forestry. I wasn't talking about the *practice* of forestry at all. If someone asked me why I don't support the continuation of the BScF in forestry, my response would have little to do with what is taught, how it's taught or why it's taught. It would have everything to do with dealing responsibly with redundancy in the Ontario university system in a time of unprecedented fiscal restraint.

The Faculty of Arts & Science, in contrast to the Faculty of Forestry, is not a professional school. It does not have a management mandate. The definition of forestry used by the Till committee illustrates an approach to the environment, an approach that in my opinion represents only one end of the environmental spectrum of ideologies. Furthermore it was the definition adopted by the committee and hence one assumes the benchmark against which the New Directions curriculum in the Faculty of Forestry was evaluated.

AS MANY PEOPLE MAY NOT HAVE SEEN THE TILL REPORT, I reproduce part of its definition of forestry here leaving readers free to draw their own inferences. As cited in the report, the definition comes from the 1991 publication *Forestry Research: Mandate for Change*.

"Forestry consists of the principles and practices utilized in the management, use and enjoyment of forests. Forestry includes a broad range of activities — managing timber, fish, wildlife, range and watershed; protecting forests and timber products from diseases, insects and fire; harvesting, transporting, manufacturing, marketing, preserving and protecting wood and other forest products; maintaining water and air quality and maintaining society's well being as it is influenced by forests and other renewable natural resources, their derived products and values."

A number of experienced academics sat on the Till committee but there appears to have been no one who challenged the management-based perspective and its implications on the attractiveness of a forestry major for students in the Faculty of Arts & Science. They might have considered another definition of forestry, this one condensed from Aber and Melillo's 1991 book *Terrestrial Ecosystems*:

"A terrestrial ecosystem is the sum of all the biological and non-biological parts of an area that interact to cause organism growth and decay, soil or sediment formation, air or water chemistry changes. Ecosystem studies can be defined as the study of the movement of energy and materials into, out of and within ecosystems in an attempt to determine where in the vast array of biotic and abiotic components that make up an ecosystem, the most significant interactions lie. The approaches and concepts utilized in ecosystem studies apply equally to managed and wild systems, enabling determination of how human use of the landscape changes the energy, water and chemical balance of the system."

The curriculum that develops from the first definition will be substantially different from the one deriving from the second. The first may be entirely appropriate to a professional degree



program but less appropriate in a faculty that does not have a management mandate.

I am not trying to set up an artificial dichotomy. I do not automatically assume that a perspective that accords intrinsic worth to non-human beings automatically buys into the larger agenda of radical environmentalism. But neither do I accept that ecocentric perspectives sit in opposition to those philosophies that pursue reform within current economic structures. Challenges to the philosophies underlying approaches to the environment, far from being adversarial and counter-productive, are at the heart of my view of what education in the Division of the Environment is all about.



IS SUSTAINABLE
DEVELOPMENT THE BEST WAY OR
IS IT JUST A SALVE TO OUR
CONSCIENCE?

THERE ARE A NUMBER OF COMPETING IDEAS REGARDING the best way to proceed on environmental issues. I believe that a number of alternative hypotheses have to be tested on the way to discovering the "best" solutions to a particular management problem. The educational goal is teaching students how to construct those hypotheses. Assuming that even a reasonable society's current and future needs can be met without compromise forecloses the hypothesis test.

It is, one suspects, this latter point — exactly how humans fit into the picture or how much "sustainable development" will actually contribute to planetary survival — that gets the juices going. And this argument over the utility of sustainable development is by no means restricted to forestry.

Over the past three years the University has seen a number of studies addressing that issue. The Melcher working group report (1991) made an ill-fated proposal for the establishment

of a faculty of the environment. A significant reason for its failure was the specific cut the new faculty intended to make through the pie of environmental approaches. In the spring of 1992 Professor David Nowlan of the Department of Economics chaired a School of Graduate Studies task force looking at graduate level education with respect to the environment; now we have the Till report. We await decisions about the implementation of these two reports.

Meanwhile the three federal research councils — NSERC, MRC and SSHRC — have joined forces as the Tri-Council Eco-Research Program to specifically support the advancement of knowledge of the processes shaping the natural world, including how human values and decision making in the social, cultural and economic spheres come into play.

Things are changing, old paradigms are under attack and common to all the discourse, tinged more often than not with rancour and angst, is the debate over the best way to proceed. Is the ecological integrity of the planet only guaran-

teed by integrating it with economic development or is sustainable development just a salve to our conscience that lets us keep on keeping on?

THE UNIVERSITY OF TORONTO CONSULTATIVE COMMITTEE on the Environment has asked that the University sign the Halifax Declaration. The declaration (Creating a Common Future: University Action for Sustainable Development), resulted from a conference of representatives from 33 universities in 10 countries who met in Halifax in early December 1991 to "take stock of the role of universities regarding the environment and development." It invited universities to:

1. Be clear and uncompromising in commitment to the principle and practice of sustainable development.
2. Utilize the intellectual resources of the university to assist society in understanding the inter-relatedness of physical, biological and social dangers facing the planet Earth.
3. Emphasize ethical obligations of the present generation to overcome current malpractice of resource utilization and those circumstances of intolerable human disparity lying at the root of environmental unsustainability.
4. Enhance the capacity of the university to teach and practice sustainable principles, increase environmental literacy and enhance the understanding of environmental ethics.
5. Cooperate in the pursuit of policy measures to achieve revision and reversal of environmental degradation, north-south disparities and intergenerational inequity.

All of these seem reasonable. I only have trouble with the word "development" in the first clause but recognize that other people may find the objectives controversial. The current position of U of T that acceptance of the Halifax Declaration is incompatible with academic freedom is yet another contribution to the argument about the best way to proceed.

I agree with Professor Rod Carrow's exhortation to "get on with the job." I think the entire University is in the process of getting on with the job. But the best way to get on with the job is simply not that clear cut. It is not obvious to me, for example, how narrowing in on one approach to managing environmental problems represents the "best option for the whole University." There are a number of options, each offering valuable insights on the nature of sustainable solutions. I would argue that a start on a "best" approach is one which exposes students to the strengths and weaknesses of as many of those options as possible, helping students learn to pick and choose as they hone their abilities to converge on appropriate answers.

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